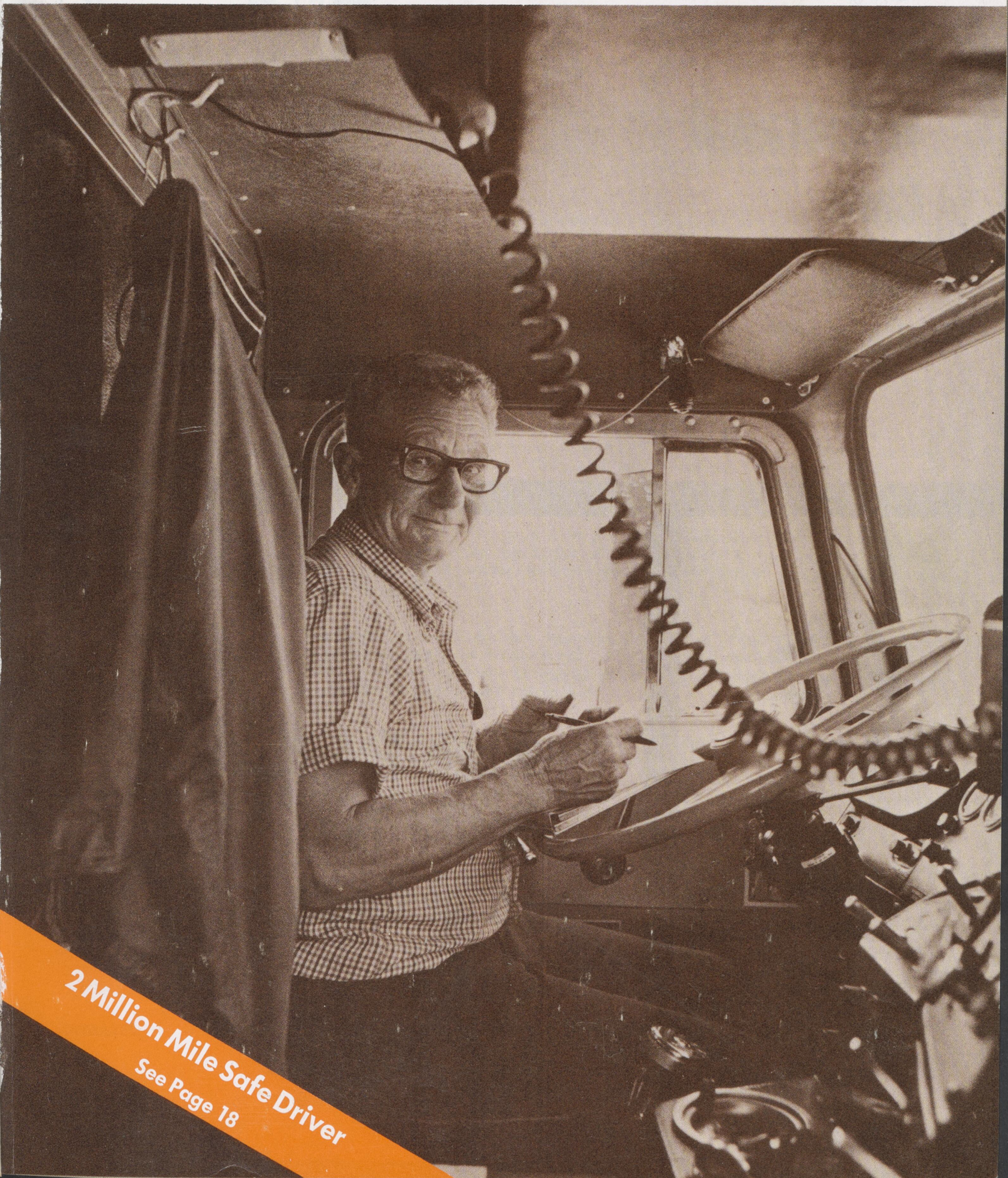
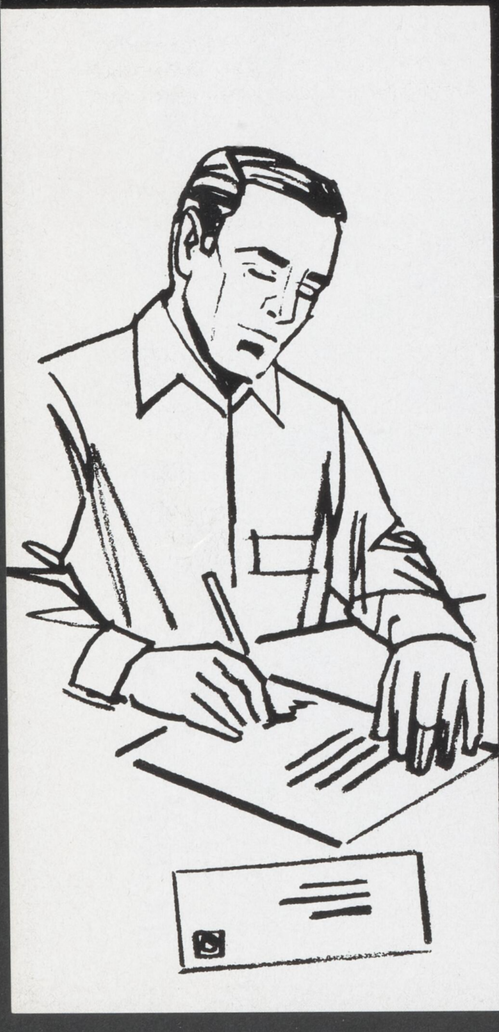
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
JANUARY 1975



2 Million Mile Safe Driver
See Page 18

Get a Withdrawal Card From Your Local Union When Leaving the Craft



When You Move Notify Your Local Union of Your New Address

LABOR NEWS IN THE HEADLINES

KANNAPOLIS, N.C. The Cannon Mills textile barony took a bad fright even though beating off the Textile Workers Union of America in a recent NLRB representation election. The company won by a slim margin of 4-to-3 as more than 15,000 workers voted.

UNDATED Organizations that require volunteer help to get along in their programs are losing volunteers. The reason is that people increasingly are seeking paying jobs to occupy their leisure time so they can boost their family incomes. Affected by the drop in time-givers are schools, hospitals and libraries.

WASHINGTON, D.C. The Civil Service Commission announced plans to ask Congress to approve experiments with a 10-hour day, 4-day week for government workers. The history of work in America is that the 8-hour day originally started among government workers.

WASHINGTON, D.C. November's 6.5 per cent rate of joblessness was the highest percentage since 1961, according to the Department of Labor. But that month's 5,975,000 number of unemployed job-seekers was the highest since the government began keeping monthly figures in 1948, and also apparently the highest since 1940.

HONOLULU, HAWAII Nine thousand sugar workers in Hawaii, members of the ILWU, ratified a new contract giving them a bonus and hefty wage hike. The 26-month contract extends through January, 1977, and was negotiated in the wake of record sugar company profits.

REYKJAVIK, ICELAND Iceland has been living with a 43 per cent inflation rate but it has not bothered workers there too much. For 50 years, Iceland's economy has operated with a national escalator system—wages automatically go up whenever the cost-of-living increases.

WASHINGTON, D.C. The Department of Labor has issued a new edition of its "Directory of National Unions and Employee Associations" in a looseleaf notebook form intended to make it easier to keep the listings up to date. The notebook form also is cheaper to publish than are bound volumes.

WASHINGTON, D.C. The largest caseload in its history was experienced by the National Labor Relations Board during the fiscal year of 1974 which ended last June 30th. Altogether, 42,373 cases were processed by the NLRB in the 12-month period. Some 27,726 of the total were unfair labor practice charges of which more than 60 per cent were lodged against employers.

WASHINGTON, D.C. The farm labor force in the United States totaled slightly under 4 million workers as 1974 came to a close, according to the Department of Agriculture. The figure was a drop of 2 per cent from the previous year.

WASHINGTON, D.C. The Department of Labor's Advisory Committee on Construction Safety and Health was scheduled to meet early in January to continue developing recommendations for improving on-the-job conditions for construction workers.

UNDATED One thing that is muddling employment and income statistics is the higher minimum wage. Some employers punish their workforces by cutting the average hours of work per week. A very few companies, particularly in services, hire more workers to avoid paying overtime. The minimum wage went to $2.10 this January 1st.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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January 1975

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Ups weight limits to overload front axle

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Deregulation Advocates Would Punish Consumers and Shippers

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FROM THE FIELD

COLORADO TEAMSTER HAS MOUNTAIN NERVE

Jess Larkin, a member of Teamster Local 17 in Denver, Colo., displayed unusual nerve in a rare driving incident on a high pass in the Rockies recently.

Larkin, an employee of Time DC, was headed west over Vail Pass in his pickup truck when he saw a Refrigerated Foods rig headed down the pass with its brakes on fire and smoking badly.

The Teamster followed the truck for about five miles before he was able to safely maneuver his pickup in front of the semi and slowly ease the bumpers together. At that moment, both vehicles were traveling about 20 miles an hour. However, there was a series of switchbacks coming up on the road. Larkin knew the other driver probably could not safely negotiate the curves at that speed.

It took Larkin about two-tenths of a mile to gradually stop with the Refrigerated Foods truck pushing him all the way. When the halt was finally achieved, the other driver—Richard Lohmeyer of Aurora, Utah—put out the brake fire and all was under control.

Local 17 officials said Larkin's nervy action probably saved Lohmeyer's life and congratulated the Teamster for his courage and resourcefulness.

The Colorado Highway Patrol nominated Larkin for a driver-of-the-month award.

OFFICE SECRETARY MAY BE OLYMPIC COACH

Marita Byron, a secretary in the office of Teamster Local 169 in Philadelphia, Pa., is expected to be named to coach the U.S. women's basketball team for the coming Olympics. Miss Byron coached the world champion Teamsterettes in the Women Basketball Association of America (WBAA). She is president of the WBAA.

TEAMSTER OLDTIMER DIES IN OREGON

Phil Brady, born in 1887 and a secretary-treasurer of Teamster Local 499 in Portland, Ore., beginning prior to 1920, died recently.

Besides Teamster service in his younger years, Brady was a state representative for several years and served as a state senator for eight years before retiring in the late 1950's.

DAKOTA TEAMSTER TO AID TRAINING

Dewain Nelson, secretary-treasurer of Teamster Local 123 in Bismarck, N.D., has been named to an advisory committee for a truck drivers training school to be commenced by Dickinson State College.

Nelson was one of the men who inspired the program after the North Dakota legislature passed a bill tightening up Class I driver license qualifications.

A survey by the North Dakota Employment Security Bureau determined there was a need for such a school in the state. Nelson worked with state educational and regulatory groups to help start the training program.

25-YEAR MEMBERS GET SILVER PINS

Some 74 members of Teamster Local 743 in Chicago, Ill., were honored at the union's meeting recently for maintaining their membership 25 years. Each received a sterling silver pin honoring his service to the union.

NEBRASKA OFFICER TAKES RETIREMENT

Albert S. Parker, secretary-treasurer of Teamster Local 554 in Omaha, Neb., since 1954, retired from the post recently. Parker, a member of the Teamsters Union for more than 37 years, served as a business agent and officer for 25 of those years.

BUSINESS AGENT IS HEART VICTIM

Norman Clark, a business representative for Teamster Local 542 in San Diego, Calif., had an ailing heart but kept working anyway. He died recently after suffering a seizure he could not beat.

Besides his Teamster work, Clark was president of Southern California Indian Assistance Inc., and lent considerable aid to impoverished Indians on Arizona reservations.

CALIFORNIA OFFICER TRAVELS TO U.S.S.R.

Morris Less, secretary-treasurer of Teamster Local 216 in South San Francisco, Calif., recently made a trip to the U.S.S.R. as a member of a trade union group.

Hosting the 17 union representatives from the United States was the Soviet's Trade Union Federation.

Less presented an extensive report on his trip which was published in the December, 1974, issue of the "Northern California Teamster," official publication for Joint Councils 7 and 38 of San Francisco and Sacramento.

The Teamster observer said the trip was not a "brain wash" job and that the American visitors received answers for all their questions.

One comment by Less: "Compared with conditions prior to the October Revolution of 1917 the Soviet Union today is a workers paradise. This drastic change has taken 57 years and is remarkable."

OBSERVATIONS OF THE GENERAL PRESIDENT

IN 1975, we look ahead to the celebration of this nation's 200th birthday. It might be a good time to make individual assessments of just what we expect from our government. Or, just what we can do as individuals to insure that government in the next 200 years works as well, or better, than it did the first 200 years.

The record of recent years seems to indicate that Americans suffer from a "They" complex. That is, we Americans look upon government—whether it be local, state, or national—as "They."

The truth of the matter is that "They" really don't exist. All Americans are "They," and that is the only way it can be for a system predicated upon the premise of self-government.

It seems to me that the quicker we realize this, the faster we can revitalize our government and make it serve, rather than control.

I think the danger is one of degree. We are a big and complex country, and big government is a fact of life. That makes it even more imperative that each and every citizen take an active part.

Failing that, we easily can have Big Brotherism, instead, and no one wants that.

One piece of legislation which helps the average citizen or his organization to participate in the governing process is the Freedom of Information Act. It is a good and needed law. We in the Teamsters intend to fully utilize its provisions.

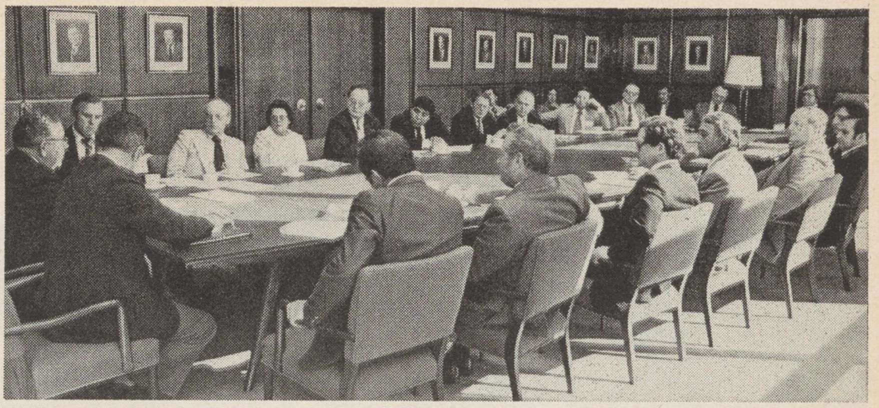
I have established a new office at the International Union level charged with carrying out government relations. Through this new department, we intend to establish relations with every segment of government which has jurisdiction in areas which affect Teamster members, not only as members of a union, but as consumers, voters, parents, tax payers, or any other adjunct of their citizenship.

A report elsewhere in this issue of the *International Teamster* tells of a first step in this direction which was a recent meeting of Teamster officials with regional directors of the Department of Labor.

Government simply doesn't work by itself. We in the Teamsters urge everyone to join with us in taking the "They" out of government. When "We" is put into government, it will work better for all Americans.

Frank E. Fitzsimmons

Fitz Urges Government to Communicate



Teamster General President Frank E. Fitzsimmons (extreme left) is shown discussing a program of communications with the 10 regional directors of the U.S. Department of Labor.

TEAMSTER GENERAL President Frank E. Fitzsimmons has undertaken a major effort to open up lines of communications between the International Brotherhood of Teamsters and government agencies and departments.

In a letter to all Cabinet members and agency heads, Fitzsimmons asked that they appoint someone on their staff to act as liaison with the Teamsters.

In a further effort to accomplish the objective, Fitzsimmons hosted a meeting recently at Teamsters headquarters in Washington, D.C., of all regional heads of the U.S. Department of Labor.

Members of Fitzsimmons' Washington, D.C., staff joined the Teamster president in hosting the regional directors.

In his letter to Cabinet members and agency chiefs, Fitzsimmons said:

"As our society has grown in complexity, the job of government has become extremely difficult and, I suspect, seemingly impossible at times. Any enterprise this complex and sprawling must at least have good communication if any measure of success is to be achieved. . .

"The officers of this Brotherhood want a better system than just reacting to crisis. The time has come for our government to know us and for us to know our government," Fitzsimmons said.

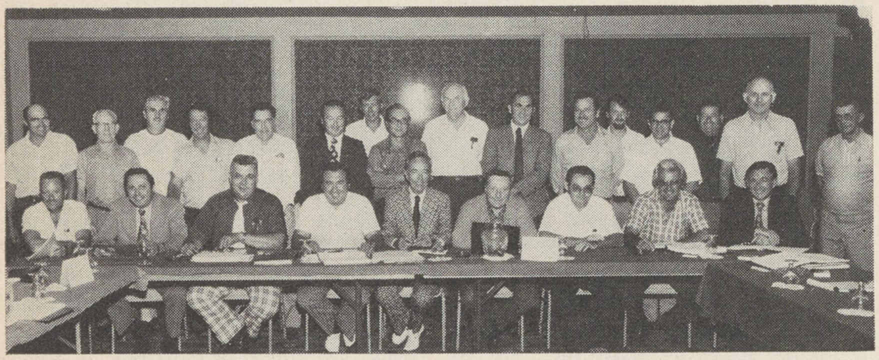
Opening up communications with Cabinet members and all government agencies affecting the welfare of Teamster members is being handled by the IBT Governmental Relations Department, recently established by Fitzsimmons in Washington, D.C.

The department is headed by Donald F. Rodgers, who for the past two years served at the White House and the U.S. Department of Labor. Rodgers is a career trade unionist.

Teamster General President Frank E. Fitzsimmons is shown with Assistant Secretary of Labor for Unemployment Standards Bernard DeLury. DeLury is a member of Teamster Local 831. He was in attendance at the meeting with Labor Department regional directors.

Five Locals

Ontario Freight Agreement Ratified by Membership



Ontario Teamster freight negotiators (left to right): Front row—George Perrin, Joe Contardi, Wilf May, Charles Thibault, Bruce McCrae (conciliator), Howard Shelkie, Jack McCafferty, Bert Harrower, James McKinlay. Back row—Garfield Jackson, Eric Gonneau, Doug Arnold, Bill Oswald, Willie Hampson, Garry Barr, Al Lilley, Leo Ranco, John Laub, Al Tomlinson, Bill Boyko, Robert Sutherland, Bert Foster, Ed Salisbury, John Winechuk and Jack Wurgler. Absent at photo time were committee members Ken Kosking and Nelson Dumas.

A NEW 3-year contract covering more than 8,000 drivers and maintenance workers of 32 companies in Ontario, Canada, was ratified recently by the membership affiliated with five different Teamster local unions.

Howard Shelkie, secretary-treasurer of Teamster Local 938 in Toronto, said a majority of 85 per cent of the members voted in favor of the freight agreement reached with the Motor Transport Industrial Relations Bureau of Ontario, Inc., which represented the companies.

Shelkie said a 74 per cent majority of the membership voted in favor of the related maintenance agreement.

Besides substantial wage increases, fringe gains included an additional holiday, an improved vacation schedule, better pension and health and welfare benefits, improved meal allowances and other gains.

Receiving the gains were members from Teamster Local 938 as well as Locals 91 of Ottawa, 141 of London, 879 of Hamilton, and 880 of Windsor, all in the Province of Ontario.

Shelkie said the contract was expected to serve as a pattern for similar agreements covering several hundred members whose firms are not members of the MTIRB.

Teamster Service

Children Learn Safety From Free Comic Books

CHILDREN in elementary schools around Phoenix, Ariz, are learning important safety principles while getting reading practice, thanks to a community service by Teamster Local 104.

Horace Manning, Local 104 secretary-treasurer, said the local union has distributed comic booklets free to small youngsters at the schools with administrative approval. The community reception has been excellent.

Written by John J. Dodge and printed by Goodwill Industries, the comic booklets inform children in an entertaining manner of some of the dangers in the world in which they are growing up.

"Take My Advice," is a mini-story of a policeman issuing a warning in rhyme on the dangers of drug abuse. The final stanza, accompanied by an appropriate drawing, reads: "So boys and girls, take my advice. Never take drugs, it's not worth the price."

Another booklet titled, "Tommy and I," warns youngsters about getting into cars with strangers. At one point, the boy character declares: "The stranger pulled Tommy inside (the car) and slammed the door, and I haven't seen my friend Tommy anymore . . ."

A third story, "Joe the Cockroach," explains to children why it is dangerous to eat paint. Relating how a cockroach ate paint before curling up to die, the final rhyme reads: "This is the story I've told—never, never eat paint, new or old."

Members Win $115,000 In Bay Area

Some 25 members of Teamsters Locals 315 in Martinez, Calif., and 468 in Oakland, Calif., recently were awarded a total of $115,000 backpay for being treated unfairly by their employers.

The backpay went to 21 members of Local 468 who shared $75,000 as a result of Safeway Stores shutting down its San Leandro leased truck operation.

Four members of Local 315 shared $40,000 awarded in a case involving Mobile Home Exp., Inc.

In both decisions by the National Labor Relations Board, the companies were directed to offer reinstatement to the mistreated Teamsters.

Communications Local Wins Decision

Teamster Local 1 of Philadelphia, Pa., won the decision recently when the National Labor Relations Board decided a case against Underwriters Adjusting Co., of Hackensack, N.J.

Affirming the findings of the administrative law judge, the Board ruled that the company illegally refused to bargain in good faith with the Teamster local union, also known as the American Communications Assn.

Underwriters was ordered by the Board to cease the illegal conduct and bargain with the union upon request.

● 10-Hour Day

The first state law fixing 10 hours as a legal workday was passed in New Hampshire in 1847, according to the Labor Department's history of the American labor movement.

Another Student Newspaper Calls Boycott Unfair

Do farm workers have the right to choose their own union? That was the central question asked when the *Oregon State Barometer,* student newspaper of Oregon State University, ran an editorial on the Gallo boycott recently.

In another display of eroding student support for the United Farm Workers Union, the article denounced the unfairness of the current UFW boycott against Gallo products.

The editorial contended that the E. & J. Gallo Winery, subject of intensive boycotts by the UFW, is being unfairly and maliciously damaged by false advertising and other union-engineered efforts.

The paper's editor presents students with a few important facts. Caught in a jurisdictional dispute between two unions, he wrote, the Gallo firm gave their workers the opportunity to choose the union they wanted. As a result, in July 1973, the Teamsters union was overwhelmingly voted in by a verified signature card count.

What's more, the UFW has claimed workers are being hurt by Teamster membership. Yet, Gallo's 1973 contract with the Teamsters made their workers the highest paid in the U.S. Paid life insurance, paid health insurance, paid pension plan, and paid unemployment are all among employee benefits. That is far from giving their workers nothing!

The editor noted that of 2.3 million farm workers in the U.S., only 10,000 now are UFW members, down from 55,000 two years ago. There must be some reason for that decline.

As the editor concluded: "Gallo farm workers changed unions by choice in 1973. To boycott their goods could only hurt the workers, whose main interests are to continue work and provide themselves with a reasonable salary with decent working conditions. Gallo is certainly not the boogie man the UFW makes it out to be.

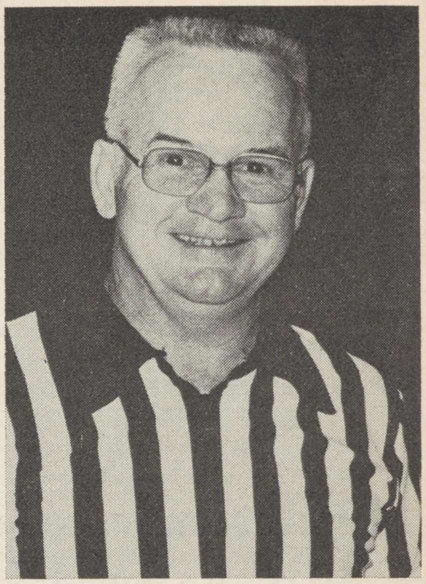
"Gallo farm workers chose the Teamsters over the UFW by choice. The UFW should redirect its energies and worry about providing for its own members."

The International heartily agrees with the *Barometer's* opinion.

Five Retirees

Five long-time members of Teamster Local 921 in San Francisco, Calif., retired recently and are shown on the occasion of a celebration arranged by John Interdonato (right). The retirees (left to right): Carl Palm; Dave Bettencourt; Jack Goldberger, secretary-treasurer, on hand to wish them good luck; Joe Livramento, John Vernarecci and Leo Catalano.

Race Official



John Chapman, a member of Teamster Local 710 in Chicago, Ill., has a pleasant summer-month avocation working as a chief steward and part-time flagman for the United Auto Racing Assn. He spends weekends and holidays serving as a race official when not working as an employee of Signal Delivery of Cicero, Ill., where he has been employed since 1950.

Reagan Signs Farm Labor Bus Law

A Teamster-supported legislative proposal providing for improved driver standards for operators of farm labor buses was signed into law recently by California Gov. Ronald Reagan.

The new law also requires inspections of farm labor buses at least once a year to assure better safety for the workers being transported.

Under the law, the California Labor Commissioner is authorized to revoke, suspend or refuse to renew any license of drivers of farm labor vehicles that have failed to follow any provisions of the California Vehicle Code as amended with respect to farm labor vehicles.

Also, operators of farm labor vehicles must meet certain requirements of licensings, first aid training, etc., before July 1st, 1975, to keep or renew their licenses.

The Snipers Are Out

Consumers and Shippers Would Be Victims If Deregulation Proponents Successful

OPPONENTS of regulation of America's trucking industry are stepping up their attack. Their aim: To deregulate interstate motor carrier traffic.

If successful, deregulation would plunge the motor freight industry back into the jungle that it was 50 years ago. In the end, both the shipper and the consuming public would suffer.

Federal regulatory agencies currently are facing a 3-pronged attack which has quickened under inflation's corrosion. In addition, Congress has awakened to the sounds of combat.

The chorus insisting on returning the trucking industry to what it calls a "free market" consists of:

—High-flying economists who would not know a fifth wheel from a fried egg.

—Ambitious government bureaucrats who are perhaps more zealous than comprehending.

— A few public-interest groups whose records prove only that they want to have their cake and eat it too.

The Interstate Commerce Commission oversees most interstate surface transportation—the carriers as well as what they carry.

The ICC was created in 1887 as the country's first consumer protection agency, to prevent price gouging and other monopolistic practices of the railroads. The law was amended in 1935 to cover interstate motor freight.

Today, the ICC has jurisdiction over an estimated 15,000 trucking companies in the United States. About 80 per cent of the firms operate with three trucks or less.

Oddly, the deregulating do-gooders either are unaware or ignore the fact that the great bulk of America's foodstuffs and other exempt commodities transported interstate today are not regulated. Nor has that cargo ever been under the rules gun.

It is this type of ignorance that has leveled the ground so that it can be swept by what a congressional staffer recently called "the winds of regulatory change."

Those seeking deregulation always stress the commendable desire to revitalize the national economy while dampening inflation. The question of whether anyone in the land is seriously opposed to that goal is hardly moot.

So the foes of regulation propose surgery to slice away the wastes and inefficiencies they cite, but would needlessly amputate a vigorous industry that provides a general thrifty service.

The biggest issue pumped by the professional advocates of deregulation is the business of the empty backhaul. Depending upon which economist is read, the claim is that many trucks run empty 40 to 60 per cent of the time because the ICC forbids the carrying of full loads in both directions.

The assertion simply is not true.

The empty ratio for all motor common carriers, including auto transporters and bulk haulers, is between 5 and 10 per cent according to the statistics of the Department of Transportation (DOT).

Yet DOT's bank of bureaucrats, ironically, contribute to the confusion surrounding regulation. They suffer from ambition. Nearly all the DOT proposals for regulatory reform hinge upon giving that government agency a more influential role at the expense of the ICC.

Likewise, the Justice Department has its bureaucrats who issue similar war cries. They endorse deregulation and their reason is both illogical and self-seeking: They insist there are sufficient safeguards in the antitrust laws to protect the consumer against monopolistic action by motor carriers.

So-called public interest organizations are not so fair-haired either. The Consumer Federation of America, for example, wants freight transportation deregulated, but it does not want to deregulate the price of natural gas.

Public interest groups generally seem unable to understand the whip that big shippers would have over small trucking companies if the trucking operators were not allowed to set rates in concert.

There are many aspects of transportation regulations that are overlooked by the economists, the bureaucrats and the public groups.

A number of them were cited by Daniel O'Neal, a member of the Interstate Commerce Commission recently in a speech to the Eastern Industrial Traffic League.

Pointing out that regulation of transportation costs was only a part of the "fabric" of governmental concerns that are wrapped up in the Interstate Commerce Act administrated by the ICC, O'Neal said the concerns "include plant dislocation, employee displacement, social costs, domestic implications of importing and exporting, environment, energy considerations, and the like."

O'Neal continued:

No Documentation

"Many different figures are cited for the cost of regulation—but none have been adequately documented and in my opinion they have little meaning. But, even if one of the larger ones was accepted, how much concern should be given to such a figure? To what extent would this be offset by other costs?

O'Neal said that because regulation limits competition to an extent, the concept "stands accused of contributing significantly to increased costs and, therefore, to inflation." He later remarked that whether freight carriers flourish or fail has nothing to do with competition—it's a matter of good or bad management.

The ICC commissioner said a study of only the economics of the transportation industry might yield support for deregulation, but "encompassing an examination of the entire economy produces a somewhat different view."

Land use and population concentrations are two key areas that would be affected directly if motor freight were deregulated.

A Vacuum

By way of illustration, O'Neal used the example of New York City. NYC's high population density allows far more efficient freight systems to serve private industry. Yet industry's share of the costs of such service are so much below the total public costs that it would be a great burden on NYC's present and future population just to meet those public costs.

There is another important consideration. If motor freight were deregulated, a vacuum would be created which would have to be filled by a case-by-case antitrust enforcement program under the Justice Department.

That agency would suddenly find itself awash in a strange field of cross-subsidies, charges of unjust discrimination, non-competitive rates where shippers are captive, service quality, social and economic development needs and corporate reorganizations.

On the other hand, the existing regulatory agency—the ICC—can and does set up rule-making proceedings, develop regulations that anticipate, proscribe and punish such activities as discriminatory practices, unreasonable rates on captive traffic, and poor service.

A pertinent question asked by O'Neal was: If the ICC were abolished, who would insure that all shippers be treated equally? There is no answer.

It has been argued that the marketplace is a better regulator of quality than a federal bureaucracy. Yet in industries where there is no regulation, there often are loud complaints about the quality of everything ranging from autos to frankfurters.

Railroad Mismanagement

The ICC has not been opposed to all attempts to deregulate in the past. Rather, it has taken the view that it might be more practical to improve the existing system and make adjustments—correcting and reversing any trends of error. The record through the years reflects the success of the policy.

Proponents of deregulation have made enough noise that a few congressmen—sensitive to sensational news media terms—have begun thinking in terms of "regulatory reform." Railroad mismanagement leading to bankruptcy has contributed to this concept.

Because of the hullabaloo, legislation already is before Congress for establishment of a National Commission on Regulatory Reform. The proposal was recommended by President Ford.

Dancing Around Facts

Congress took the recommendation to heart. The lawmakers immediately found themselves divided. In the House, hearings were scheduled by the Interstate Committee and Foreign Commerce Committee. A jurisdictional problem arose in the Senate between the Commerce Committee and the Government Operations Committee.

With such a tempestuous beginning, the prospect for enactment of the measure promised to result in another one of those compromise bills certain to be ineffective and without equity should it become law.

Assuming that a regulatory reform commission should become a reality, it probably would go the way so many other such august bodies have gone before it. Most likely it would serve as a catalyst in the beginning by pointing the finger of shame at the most defenseless unit in the most defenseless industry. The job would end with the offensive company being tarred, feathered and run out of town.

Those who would deregulate the trucking industry are evasively nimble on their feet whenever the debate goes in a direction they do not like.

For instance, they dance around the fact that motor freight regulation today demands truck service for every small hamlet and village in America, even when it is unprofitable for a trucking company. There is no doubt that hundreds of crossroad towns in America would find themselves abandoned by freight carriers in the event of deregulation.

Motor freight has become the primary form of surface transportation in the United States. To drastically alter the system—as deregulation would do—would result in disintegration of a well-meshed fleet of trucks delivering the goods to the nation.

consumer REPORT

In Marketplace

Cheating of Consumer Becoming Commonplace

MERCHANTS and manufacturers—worried about profits, costs and competitors—have begun deliberately cheating American consumers.

The victimizing has become so flagrant that the *Wall Street Journal,* which usually confines its news coverage to items of interest to corporate businessmen and coupon clippers, felt obliged to publish a front-page story recently documenting the short-changing.

Alert consumer advocates are discovering the cheating in the most unexpected places. Most often it amounts to simple shorting of a product.

At this point, the cheating is confined largely to metropolitan areas where every shaving helps to preserve extra profit margins for the merchant.

A man in Miami, Fla., for example, purchased a bottle of vitamin tablets at a drugstore. When he looked inside the bottle later, it was obvious there were not 100 tablets in the bottle as stated on the label. A count showed the total to be 90 vitamin pills—a 10 per cent cut.

The vitamin buyer pursued the shortage and was told by the manufacturer that the short bottle was caused by malfunctioning electronic production equipment.

The consumer, Art Merrill, was quoted by the *Journal* as saying that he then began to count everything he purchased. Time after time he came up with short counts.

Further probing has discovered boxes advertised as containing 100 screws, for instance, but actually containing only 60. A most common short-changing is in the area of cough drops and patent medicines.

Aspirin, prescription drugs, electronic parts, paper clips, carbon paper, facial tissue, etc., were all checked by Merrill and friends. On the average, they found products anywhere from 10 to 30 per cent short of the amount advertised.

"Few people," noted the *Journal,* "go to such lengths to make sure they are getting their money's worth. If they do stumble across a case of short-counting, most consumers forget it, figuring the loss is too small to complain about."

But magnify the short counts by thousands upon thousands of consumers and the petty theft adds up to a hefty hidden profit—"rake-off" if you will—for the merchant and manufacturer.

Fred Tucker, chief of New York State's Bureau of Weights and Measures, has estimated that the total loss to American consumers from short-counting amounted to between $2.5 million and $3 million in 1973. The practice has ballooned during 1974.

The *Journal* told its readers: "A recent survey conducted by this newspaper confirms that short-counting may be so widespread as to represent a considerable drain on already-strained consumer budgets."

The *Journal* survey counted more than 500 products selected at random. They ranged from office supplies to housewares, medicines and foodstuffs.

It was found that about 41 per cent of the packages contained less than claimed, 48 per cent held advertised amounts, and 11 per cent provided more than promised.

Of the four categories checked in the *Journal's* survey, office supplies led all others in short counts. Some 53 per cent of the items were short. One package of 100 paperclips, for example, held only 91. Other products counted were envelopes, index cards, thumbtacks, stenographer pads, staples and paper.

About 40 per cent of foodstuffs checked by the *Journal* fell short. Only 43 packs of artificial sweetener turned up in a box of 50. A flagrant cheat was a package of 8 frozen lobster tails which somehow managed to produce only 6 tails.

Low Count Products

Housewares, the *Journal* found, were packaged more accurately. Only about a third of the products checked were shorted with facial tissues being almost chronically short by 10 to 15 per cent.

Low-count products for sale in the marketplace are there because those who make and peddle them know there is small chance of being confronted with the deceit.

Government officials charged with detecting such violations work under an enormous handicap. It is virtually impossible to check every bottle or package of merchandise offered for sale across the land.

Another factor that slows enforcement is consumer apathy. Officials are quick to say they receive only a handful of complaints a year about short counts. It is almost as though the consumer is unaware of the thievery.

Still another element is the attitude of the retail merchant himself. Many

Teamsters and Toys

Members of Teamster Local 705 in Chicago, Ill., were active in helping to deliver a special cargo of toys to collection points maintained by the U.S. Marine Corps Reserve. Assisting in the loading is Louis F. Peick (third from right), IBT trustee, president of Teamster Joint Council 25, and also secretary-treasurer of Local 705.

of them consider shorting their customers a way to recoup losses from pilferage.

One hardware store manager admitted to the *Journal* that nails are one of his most "profitable" items. He was quoted:

"Say I have a box of 100 nails on the shelf. One day a guy will need 10 and we'll charge him two cents apiece. Then we'll reseal the box. The next day a builder will come in and want a box of 100. We take down the box of 90 and charge him for a full box. Why not?"

Art Merrill, the consumer advocate whose investigations eventually led to the *Journal* story on short-counting, says that pharmacists have begun to short prescriptions to long-time customers.

Merrill advises medicine purchasers to count their pills on the spot when paying for their prescriptions. He explains, "If you go home first and then come back, you haven't got a chance."

Undoubtedly a lot of the short-counts are the result of factory counting devices that fail to function properly—because of maladjustment. But generally, the *Journal* survey revealed, the short-counts are a deliberate attack on the shopper's pocketbook.

● Recognition

Teamster Local 414 of Fort Wayne, Ind., recently won recognition for eight drivers employed by Hoosier Solvents & Chemical Corp., in Fort Wayne, according to Robert Warnock, Jr., business agent for the local union.

Local 781 Wins Board Ruling At Warehouse

The National Labor Relations Board, granting a motion for summary judgment, ruled recently that Nichols-Homeshield, Inc., of West Chicago, Ill., illegally refused to bargain with Teamster Local 781, certified representative of warehousemen employed by the company.

No merit was found by the Board in the company's argument aimed at running the case through again to overcome the earlier decision against it.

Nichols-Homeshield was ordered by the Board to cease its illegal activity and bargain with Local 781 upon request.

New UPS Plant

Service
United
Parcel

Construction of a new United Parcel Service package sorting and distribution plant in Bedford Park, Ill., had a nostalgic beginning. Standing beside a vintage UPS truck after the first shovel of earth was turned were (left to right): IBT Trustee Louis Peick, James P. McLaughlin, president of UPS, and IBT Vice President Ray Schoessling.

Postal Problems

Consumer Mail Victim Has a Ready Recourse

IF you are a consumer who feels he has been victimized by mail, there is a way of solving your problem with relative quickness—through a new service offered by the U.S. Postal Service (USPS).

Mail order shopping can be pleasant and even thrifty. But sometimes it leads to problems when the buyer receives the wrong color or size, or perhaps even the wrong item. Or it may never arrive.

Under the new USPS consumer protection program, the Postal Inspection Service divides complaints into two categories—problems caused by inefficient business practices, and situations that may add up to cases of alleged fraud. In cases of inefficiency, the consumer's complaint is usually resolved more quickly than in cases of alleged fraud. Here's how:

If you have not received merchandise you ordered or a refund you were promised, put your complaint in writing and send it to your local postmaster.

Include this information: company's name and address; brief explanation of your basic complaint; description and cost of merchandise ordered; date order was mailed; full details on method of payment (credit card, money order or check—date and number of check and date cashed); if and when you have already complained to company.

If there is an investigation pending against the company, your letter will be added to that file and you will be notified.

Investigation

If no investigation is pending, Postal Inspection Service will notify the mail-order company about your complaint and will give the company a chance to make good immediately. USPS will also notify you of the action it has taken.

If the mail-order company does not cooperate, Postal Inspection Service will start a thorough investigation. This may lead to civil or criminal prosecution against the company.

Postal Inspection Service has been conducting this type of investigation for more than 100 years. (In fact, postal inspections were the first federal effort to protect consumers from swindlers.)

What is new about the "new" protection program is that now Postal Inspection Service will informally contact mail-order merchants, without formal investigations. In a pilot project, this approach quickly resolved about 80 per cent of the consumer complaints.

In dealing with mail-order problems, as with most consumer problems, wait a reasonable length of time before lodging a complaint; the company may be swamped with orders. It is also sensible to contact the company on your own before you complain to USPS.

● Office Win

Clerical workers employed by Dealers Transit, Inc., of Lansing, Ill., voted 30 to 19 for representation by Teamster Local 710 of Chicago, Ill., in a recent National Labor Relations Board election, according to William Joyce, secretary-treasurer of the local union.

On the Books

Changes Benefit Consumers In Omnibus Credit Measure

SOME breaks were given consumers in credit dealings as a result of amendments to standing federal law that went into effect late in 1974.

Amendments were passed to the Truth in Lending Act effective immediately. In addition, the Fair Credit Billing Act, which becomes effective October 29th, 1975, assures new credit rights for all consumers.

In effect now are some of the changes clarifying certain credit issues, including:

—A consumer buying a home must now be given the closing costs at the time the creditor makes the loan commitment, not at the actual closing, as previously required.

—Monthly bills for a consumer's charge account must now identify each separate transaction charged to the account. Although most business firms have provided this information in the past, it was not required by law.

—A consumer is now permitted to sue "the holder in due course"—that is, purchaser of an installment loan or contract—if the contract in any way violates the Truth in Lending Act.

Following are some of the consumer advantages that will be in force when the Fair Credit Billing Act goes into effect.

If a consumer notifies a creditor about a computer error in the statement for his credit account, the creditor must respond within 30 days to the consumer's inquiry and must resolve the problem within 90 days.

Also, when a consumer buys an item or a service at a store and charges it on a nonstore credit card, he may now make a legal claim—if the item is faulty—against both the store and the credit card company. In fact, a consumer may withhold payment from a credit card company if merchandise is faulty under these conditions: the items cost more than $50, the store is within 100 miles of consumer's home and consumer makes a good-faith attempt to get satisfaction from the store.

The Fair Credit Billing Act also provides that a credit card company may not prohibit stores that accept the credit card from offering discounts to customers who pay cash.

Under the Equal Opportunity Act, sex discrimination in the granting of credit is prohibited. Women applying for credit must now be judged, as male applicants are, on the basis of whether they have steady incomes and qualify in other respects as good credit risks.

Year's Biggest

Bast
OVERSIZE LOAD

Members of Teamster Local 773 in Allentown, Pa., were the men behind the wheel in the transportation of what an industry magazine, "Transportation Engineer," called the "hauling job of the year" in 1974. The cargo was a nuclear stainless steel shroud weighing 146,500 pounds with the dimensions of 19′3″ long, 19′3″ wide and 17′7″ high. The gross load was about 200,000 pounds and it took two days to transport it 62 miles after scores of hours on preliminary work regarding the route.

● Yardmen Join

Yardmen employed by Reclamation Systems, Inc., in Cambridge, Mass., voted by a two-thirds majority for representation by Teamster Local 379 of Boston, Mass., in a recent National Labor Relations Board election, according to Paul Walsh, Local 379 organizer.

UFWU Members Plead Guilty To Fire Bomb Possession

Like a mirage on the desert, the non-violent image of Cesar Chavez and his United Farm Workers is proving to be a sham.

Another smear on the peaceful imagery of the UFWU occurred recently when four members of the union entered guilty pleas in a Fresno, California, court.

As a result of their plea bargaining, the quartet of UFWU workers were put on probation for three years. They got probation instead of jail sentences after they admitted guilt to possession of fire bomb materials.

Arson charges, filed in connection with a $150,000 fire at a packing shed in Mendota and firing of a melon truck, along with a blaze in a farm labor bus last July, were dismissed in the plea bargaining by the defendants for lesser offenses.

Diesel Mechanics

Honolulu Teamsters Take Part In Joint Apprentice Program

TEAMSTER Local 996 of Honolulu, Hawaii, and M.T.L., Inc., which operates that city's bus system, have begun a joint apprenticeship program to train diesel mechanics.

Also taking part in the training program is the Department of Labor which assisted the Teamsters and M.T.I. to select a project coordinator. The next step is for the labor-management representatives to set up a joint apprenticeship committee to organize the project.

The company has found itself short of diesel mechanics in recent months and officials feared the situation would become serious over the next few years because of projected bus service expansion.

It is anticipated that the apprenticeship course will span a 4-year period and lead to the workman becoming classified as a journeyman diesel mechanic. The Veterans Administration has given the project its approval.

Apprentices, in addition to on-the-job training, will be required to spend a few hours weekly on related trade instruction as is the usual procedure in such programs.

Child Labor

Proof-of-Age Regulation Proposed by Labor Dept.

TO HELP implement child labor provisions of the Fair Labor Standards Act, the Labor Department has proposed a new regulation requiring employers to obtain proof-of-age of young workers.

The proposed ruling would apply to FLSA-covered employers of non-farm workers under the age of 19 and to farm workers under the age of 17.

The proof-of-age regulation would accomplish three things:

—Protect young workers from employment that could be harmful to them;

—Protect employers from unintentional violation of the law;

—Make enforcement of the law an easier task.

Employers would be required to maintain proof-of-age records submitted by the employee, until termination of employment. Upon termination, the documents would be returned to the worker.

Preferred documents are (1) a state age or employment certificate or (2) a birth certificate, or a true copy.

If the employer could not obtain either preferred document, a baptismal record or a school record together with a parent's sworn statement of age would be accepted.

Ill Health Forces Retirement

Fred C. Stanford, a business agent for Teamster Local 745 in Dallas, Tex., since 1953, was forced into retirement at the age of 52 recently because of a heart condition.

Fred C. Stanford

Stanford was a member of Local 745 all his adult life starting from the time he began work as a city pickup and delivery driver for Roadway Express.

He was one of the leading rank-and-filers in strikes that gained recognition for the Teamsters in Dallas in the late 1930's.

Throughout his official career, Stanford worked ceaselessly on organizing programs, assisting other local unions and the Southern Conference of Teamsters both before and after he became a business agent.

● Pharmacists

Pharmacists employed by Skaggs Drug Centers, Inc., in Brigham City, Utah, voted almost unanimously for representation by Teamster Local 976 of Ogden, Utah, in a recent National Labor Relations Board election.

Kenneth Barrow, Local 976 secretary-treasurer, said 17 pharmacists were eligible to vote. The result was 15 to 1 in favor of the union.

Safety Warnings Ignored

Congressional Action Ups Weight Limits While Overloading Steering Axle

Highway safety took a beating in mid-December when the Congress ignored Teamster warnings and passed a bill increasing weight limits from 73,280 pounds to 80,000, with no limitation of weight on the steering axle.

A recent report of the Department of Transportation documented that tire failure is the leading cause of highway accidents. Teamsters had urged Congress to limit the weight on the steering axle to 10,000 pounds.

At one point it appeared that Teamster calls for safety would be heeded. Sen. Philip Hart (D-Mich.) offered an amendment, which the Senate accepted, which placed such a limitation on the steering axle and allowed truckers 18 inches leeway in present length limitations to adjust the fifth wheel.

But, in a Conference meeting, the Hart amendment was erased. The Senate then proceeded to pass the Conference report 67 to 27, and the House followed suit 307 to 67.

The new weight limits are applicable to Interstate Highways.

A companion measure in the bill will penalize states up to 10 per cent in highway funds if the federal authorities determine a state is lax in enforcing the 55 mile speed limit on interstates. Without the new legislation, the 55 mile speed limit on interstates would have expired on June 30th.

Teamster General President Frank E. Fitzsimmons called the new legislation a "disaster."

Said Fitzsimmons:

"While we in the Teamsters recognized the need for increasing the weight limits to increase productivity in motor freight, we knew that safety need not be sacrificed.

"With three or four hours labor, the fifth wheel—or coupling device—can be moved to relieve the load on the steering axle and still accommodate the increased weight.

"But the Congress, instead, voted to sacrifice safety to expediency.

"We in the Teamsters see serious problems ahead. The balance and the stability of the tractor-trailer rig is seriously impaired by the new legislation.

"Not only is the driver asked to take an unsafe load out on the highway, he is also encumbered by the 55 mile an hour speed limit. His earnings depend upon the amount of miles he drives in a 10 hour period. The Congress gave no consideration to the human factors involved. But the Congress served the profit ledger of the trucking companies well," Fitzsimmons declared.

Present law, which the new bill does not change, permits truckers to place the same amount of weight on the two front tires as on the four tires on the rear axle.

A Bureau of Motor Carrier Study of all commercial vehicle accidents involving vehicle defects or mechanical failure in 1972 said:

"Of the 429 cases of tire failures reported, 361, or 85 per cent, were front tire failures. These front tire failures were responsible for all but one of the 30 fatalities in this category, and for over half the total number of deaths resulting from any type of mechanical failure.

R. V. Durham, director of the Teamster Safety and Health Department, who worked to persuade the Congress to invoke the steering axle limitation said:

"Not only does the Teamster truck driver have problems under the new law in terms of safety, but so does the American motoring public. All should be up in arms over the new legislation."

Teamster Testimony on Safety

The International Brotherhood of Teamsters has been working in the area of highway safety for years. A recent example of concern was testimony presented on behalf of Teamster General President Frank E. Fitzsimmons to the Senate subcommittee on transportation of the Committee on Public Works.

While the testimony was generally ignored by the Congress which on December 19, 1974, increased truck weight limits without regard to the increased load on steering axles, it does give the reader insight into how the legislative process sometimes takes unusual and unexplainable directions.

A complete text of the Teamster testimony follows for your information:

Good afternoon. I am R. V. Durham, Director of Safety and Health for the International Brotherhood of Teamsters. I am appearing here on behalf of Teamsters General President, Frank E. Fitzsimmons. In addition to my office with the International, I am also President of Teamsters Local 391, Greensboro, North Carolina. Of the nearly 10,000 working people who belong to Local 391, some 2,500 are over-the-road drivers. In addition, I drove long haul equipment for nearly 12 years prior to becoming an official of the local union.

In Chairman Bentsen's letter inviting us to discuss safety factors involved in the operation of over-the-road trucking equipment a number of specific and important matters were raised. We have prepared comments on each of the major areas suggested in the letter, and would ask that they be made a part of the record in this proceeding.

Also, in order to better utilize time, we will offer some general comments on the proposals now being considered and then answer any questions which members of the Subcommittee may have.

As you know, prior to the 1970 enactment of the Occupational Health and Safety Act, national policy with regard to safety was generally overlooked. However, with the adoption of that Act, each agency exercising safety jurisdiction began to develop new programs and to improve those already in existence.

Thus far, there have been marked improvements but much yet remains to be accomplished. For example, in the five major areas suggested for discussion this afternoon—*braking capacity, tires, horsepower-weight ratios, linkages and vehicle stability*—the Department of Transportation has no regulations with regard to one of them and we consider the others to be in need of improvement.

Thus, DOT has no standard specifying horsepower-weight ratios. We believe such a standard should be developed, especially because the reduced speeds caused by insufficient horsepower increase the likelihood of rear-end collisions.

THE FIFTH WHEEL

Perhaps the most important aspect of safety related to the operation of long haul tractor-trailers is the placement of the "fifth wheel" which is the device used to couple tractor-trailer assemblages. Its placement will have a direct effect on many of the matters under consideration by the Committee. If the fifth wheel is placed too far forward on the tractor-chassis, overloading of the front axle will result, and the unit will not only become more difficult to handle, the probability of front tire blowouts will also be increased. If a Federal regulation specifies the exact location of the fifth wheel, we believe a great many of the safety problems related to trucking would be solved.

Turning now to the economic proposals currently being discussed by the Committee, we would initially state that we are in general agreement with them. That is, we would support proposals to increase single axle weights from 18,000 to 20,000 pounds and tandem axle weights from 32,000 to 34,000 pounds.

The trucking industry should be allowed to maximize its effectiveness and increase cargo weights, and these proposals are one of the best means of achieving it. However, we also believe that cooperative efforts on the part of our organization, the carriers and DOT will result in better and safer conditions for long haul drivers.

BRAKING CAPACITY

As per the Subcommittee's request of March 14, the International Brotherhood of Teamsters submits the following comments on safety-related matters which would be affected by increases in per axle limitations for long haul trucking equipment.

Although we believe an affirmative resolution of these safety issues should accompany any increase in weight limitations, we would also recommend action on these proposals—notwithstanding legislation relating to weight limitations.

Our comments on these proposals are:

I. *Braking Capacity*

A. *Federal Motor Vehicle Safety Standard No. 121*

When this standard becomes applicable, more effective braking systems will result. Unfortunately, the new standard only applies to newly purchased equipment which is placed in service on or after September 1, 1974. Thus, it will be several years before all equipment will meet the criteria established by this proposed standard.

In addition, there is currently pending a proposal to delay the effective date of FMSS 121, as it applies to tractor braking systems, until January 1, 1975. Unless there there is a compelling reason for this delay, it should not be granted.

B. *Removal of Hand Valves*

Several carriers have removed the hand valve which operates the trailer brakes separately from those of the tractor. Most carriers provide this equipment because they recognize its safety value. To promote maximum safety, we would ask that DOT require the use of this equipment.

II. *Tires*

A. *Weight Per Tire:*

Generally, there is a tendency on the part of many carriers to overload the two tires on the front, or steering axle. This is principally due to the placement of the tractor trailer coupling device, or as it is more commonly known, the fifth wheel.

To correct this situation, we would recommend a standard which requires maximum weight per tire. Our view is that the weight should not exceed the manufacturer's rating for a particular tire.

B. *Re-treaded tires*

Under current DOT regulations, re-treaded tires cannot be used on the steering axle of a bus. In our National Master Freight Agreement, carriers have agreed not to use tires such as these on the front axle. To correct the existing situation regarding trucks that do not need to comply, we would suggest that DOT promulgate a rule providing that retreads not be allowed on trucks.

C. *Tread Groove Pattern*

Under present DOT regulations, the front wheels of a truck must have a groove pattern of 4/32, or 1/8 of an inch. Other tires on the vehicle must have tire groove depth of 2/32, or 1/16, of an inch. Because blowouts are a major cause of accidents and in view of the Committee's proposals to increase per axle weights, we would recommend a groove pattern depth of 6/32 of an inch for front axle tires and 4/32 of an inch for other tires on a truck.

III. *Horsepower Weight-Ratio*

One of the greatest dangers on Interstate highways is rear-end accidents which are often caused by slow moving trucks. Generally, these trucks fail to maintain reasonable speeds because they lack sufficient power to haul heavy cargo. We would again suggest a Federal standard which would establish minimum horsepower requirements as they relate to gross weight ratings.

IV. *Linkages or Fifth Wheel*

Initially we would note that the quality of fifth wheels in use today is quite good.

The problem, however, lies in the placement of this coupling device. Its location on the chassis directly affects not only weight distribution but also stability and handling characteristics. These latter items, in turn, have a direct bearing on driver fatigue.

The present DOT regulation governing the placement of the fifth wheel is far too broad, i.e., it only requires that the location of the fifth wheel result in "proper distribution of the total gross weight of the motor vehicle to the axles" and that this placement will not "unduly interfere with" the operation of the vehicle.

We believe this matter to be of such great importance that the DOT should establish exact proposals for placement of the fifth wheel.

If regulatory proposals indicate that State length laws may be violated, Congress should remedy the situation.

V. *Tracking*

On highways which meet Interstate standards, there do not appear to be any major tracking problems. On the other hand, Non-Interstate roads do pose a fairly difficult situation. Generally, there is better tracking with twin 27 foot trailers than with a tractor and a 45 foot semi-trailer, especially if the tandem axles on the trailer are stationary.

VI. *Weight Related Splash and Spray*

We are not aware of the degree to which the weight of a vehicle will affect the splash or spray to any significant degree. Generally, the speed of a unit will be the most significant factor in this area.

However, mud guard flaps, mounted properly, do reduce the splash and spray factors.

VII. *Traffic Mix*

Large tractor and trailer units on Interstate and Multi-lane highways do not appear to present significant problems, insofar as traffic mix is concerned.

However, on two-lane highways vehicle size discrepancies can be a matter of some concern.

At the present time, we are not aware of any solutions, other than restricted travel, to this problem. As to restricted travel, we believe it would prove unacceptable to the general public and thus unacceptable.

VIII. *Underride Guards*

Among other things, Section 393.86 of the DOT regulations require a trailer be equipped with a bumper guard which is not more than 30 inches from the ground. Again, this appears to be sufficient, but some subcompact model cars may not be protected by the 30 inch requirement.

If members of the Committee have any questions regarding these matters, please do not hesitate to contact us.

Thank you for your consideration in this matter.

DOT Says:

35,821 Miles Open to Traffic On Interstate Highway System

A TOTAL of 35,821 miles—or 84.3 per cent—of the 42,500-mile Interstate Highway System is now open to traffic, according to the Department of Transportation.

In addition, another 3,020 miles is under construction.

Transportation Secretary Clause S. Brinegar said 973 miles of the system were completed in the 12-month period that ended last June 30th. He added: "It reflects the steady progress being made in constructing the safest and best engineered highway network in the world."

Altogether, according to DOT, work has either been completed or is underway on 99 per cent of the Interstate highway. Nearly 85 per cent of the road system is in rural mileage.

Some $54.85 billion has been expended on the federal-aid Interstate program since the work began in 1956. Work completed since mid-1956 has cost more than $41 billion of the total.

The government, meanwhile, continues its program of federal assistance for the improvement of rural primary and secondary highway systems and their urban extensions.

Construction contracts involving more than 269,000 miles of rural primary and second highways have been completed since 1956 at a cost of $28.43 billion. Contracts involving 11,514 miles at a cost of more than $6 billion were underway last June 30th.

Secretary Brinegar said the Highway Trust Fund, source of federal funds for the federal-aid highway program, received almost $1.4 billion of tax revenue income during the second quarter of this year with nearly 70 per cent of the amount coming from taxes on motor fuel.

During 1973

Motor Fuel Gallonage Totaled 115.5 Billion

SOME 115.5 billion gallons of motor fuel were consumed by American drivers in 1973, according to the Federal Highway Administration.

The total excluded military use. The total gallonage taxed was 111 billion gallons for a 5.1 per cent increase over 1972.

Altogether, the tax split was 100.8 billion gallons of gasoline and 9.6 billion gallons of special fuels, primarily diesel fuel with small amounts of liquefied petroleum gases.

It was noted that the special fuels total was 15.3 per cent higher than in 1972. The use of non-gasoline fuels has doubled twice in the past 13 years and now constitutes more than 7.5 per cent of the motor fuel market.

Net state motor fuel tax receipts totaled $8.35 billion. The tax records show that California led the states with 11 billion of motor fuel used last year. Texas was second with 7.9 billion gallons, New York third at 6.2 billion gallons.

Ohio, Pennsylvania, Illinois, Michigan, Florida, New Jersey and Georgia reported amounts ranging from 3.2 to 5.5 billion gallons.

The top 10 states in terms of usage accounted for more than 51 per cent of the total taxed motor fuel in the U.S. Ten other states each reported consumption of more than 2 billion gallons.

State gasoline tax rates at the end of 1973 ranged from as low as 5 cents a gallon to a high of 10 cents a gallon. The national weighted average was 7.54 cents.

● Two Victories

Teamster Local 984 of Memphis, Tenn., recently won two representation elections conducted by the National Labor Relations Board, according to L. A. Pankey, secretary-treasurer of the local union.

The wins were at Johnston-Tombigee Furniture Mfg., Co., Inc., in Columbus, where over-the-road drivers and mechanics voted 10 to 3 in favor of the union, and at National Car Rental where rental agents voted 10 to 2 for the Teamsters.

Carter Retires from Local 175

E. A. Carter

E. A. 'Gene' Carter, who has served as president of Local 175 in Charleston, W. Virginia, since it was chartered in 1936, has announced his retirement.

Carter's present term expires December 31st.

He was a charter member of Local 175 and became its first president in October, 1936. He held that position until his retirement.

In addition, Brother Carter became president of Teamster Joint Council 84 when it was chartered in September, 1948, and continued to serve in that position until his retirement.

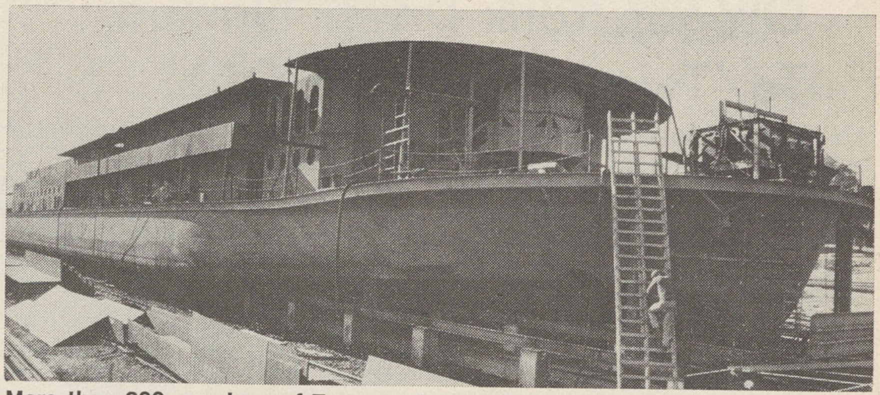
In appreciation of the years of service Brother Carter has given to the Teamster movement, a testimonial dinner on his behalf will be held in Charleston, on Saturday, February 22, 1975.

Teamster General President Frank E. Fitzsimmons said of Carter's decision to exercise his retirement rights:

"Gene Carter throughout his career as a Teamster has been a bulwark of strength to the union. While we hate to see him retire, we know that he deserves that retirement in the true sense of reward for service rendered.

"While we will miss him severely, we wish him all the best in retirement, as he gave his best while he served," Fitzsimmons said.

A Touch of the Past



More than 200 members of Teamster Local 89 in Louisville, Kentucky, are working to complete a new Delta Queen, a replica of the original paddle wheel river boat. Shown under construction by Jeffboat, Inc., the new Delta Queen will be 397 feet long, 69 feet wide and will be six decks high. She will accommodate 400 passengers, five officers and a crew of 124. She will be called the Delta Queen, but she'll be Union Ma(i)de.

Turnpike Deed

Member Cited for Bravery In Attempt to Save Lives

A TEAMSTER who made a valiant effort to save lives at the scene of a turnpike accident received commendations for heroism recently from the Massachusetts State Police and his local union.

Receiving the honors was Albert L. Mead, a member of Teamster Local 449 in Buffalo, N.Y., who works as a long-haul driver for Consolidated Freightways.

Driving at midnight, Mead observed an oncoming camper suddenly swerve, overturn and burst into flames.

Mead halted immediately, grabbed a fire extinguisher and ran to the vehicle. Failing to subdue the flames, Mead then tried to enter the burning camper by using a pry bar to smash the windshield.

About that time, the camper exploded with such force that Mead was knocked backward down an embankment. Because of the severity of the fire and blast, Mead was unable to rescue the four victims trapped in the camper. All died.

State police commended Mead for his "unselfish act of heroism" in which he risked his life—even though unsuccessfully—to rescue the accident victims.

Consolidated Freightways also commended the Teamster and notified him that the company would submit his candidacy for a national driver-of-the-year award. Mead has a driving record of more than 2.2 million miles without accident.

Teamster Albert L. Mead is shown receiving a safety award for heroism on the road (left to right): Carl Meyer, Buffalo, N. Y., terminal manager for Consolidated Freightways; Mead, and Anthony Sorrentino, secretary-treasurer of Teamster Local 449 in Buffalo.

A Teamster "1st"

Oregon Tank Driver Named To 'Two Million Mile Club'

AN Oregon Teamster received word recently that he was the first commercial driver to be named to the "Two Million Mile Club" newly established by the National Safety Council (NSC).

The pioneering honor went to Harold Bunch of Tigard, Ore., a longtime member of Teamster Local 81 in Portland, Ore.

Bunch has driven a Georgia-Pacific Corp., tank truck more than 2,180,000 miles in the past 24 years without an accident.

NSC officials said the exclusive new national club was created because of Bunch who already was a member of the existing "Million Mile Club."

The few other million-mile drivers in the United States will be named to the "Two Million Mile Club" on the next round of safety awards.

Bunch acknowledges driving at least five or six million miles through the years—not only with Georgia-Pacific but with earlier companies that included Hyster Co., Richfield Oil and Whiting Transportation.

Only one accident of consequence marred his career and that was a long time ago. He rounded a blind curve to find a loaded gas truck stalled in his lane on a 2-lane bridge. Bunch chose to collide with another vehicle in the remaining lane rather than to smash into the gas truck.

How does a driver pile up such a phenomenal record in a world that seems full of errant "other guys?" Driving 39-ton tank trucks loaded with alum, sulfuric acid, caustic, phenol or resin adhesives, Bunch finds little time to ponder his record. Watching traffic keeps his full attention.

Strangely, Bunch like to match wits on the road with winter blizzards, those fierce, howling driftmakers that scare most anybody else.

"You use every trick in the book and sometimes figure out a new one," he said. "You need a good partner, too."

Although he drives mainly between Tigard and Bellingham, Wash. now, his longest push took 11 days to Osburn, Maine, and back, a sub-zero journey until he reached Umatilla on the way home. He and his partner were stopped by a blizzard at Lovell, Wyo., and holed up in a motel.

"I foolishly turned off the motor," said Bunch, "and the next day it took us eight hours to get the thing started. I froze my teeth and my partner caught pneumonia."

The only time in his working life that he has not been driving was during World War II, when he was in the infantry.

"One day they asked for volunteer truck drivers and I stepped forward. They gave me a truck with two handles and one wheel," he said grinning.

Bunch works mainly on the west coast now, riding his air conditioned cab and listening to his radio alone, unless he goes south of San Francisco, when a relief driver joins him.

"He's one hell of a guy," commented his dispatcher.

It takes one to drive nearly 91,000 miles a year. Safely.

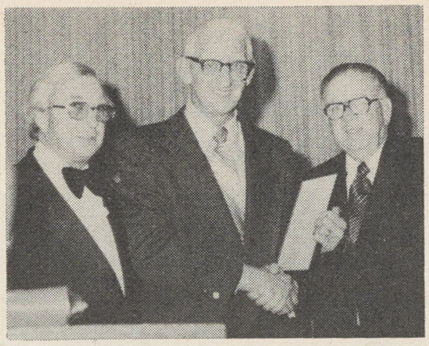
Ooops

Now Comes a 3 Million Accident-Free Teamster

Keeping up with accomplishments of Teamster members is a difficult thing to do. Early in the month, the *International Teamster* magazine came across the story (above) of Harold Bunch, of Local 81, in Portland, Oregon, who has driven over two million miles without an accident.

At press time, even that record had been beaten. In the late mail came the story of Roman Lisecki, a semi-driver for Allied Supermarkets and a member of Local 337. Brother Lisecki has compiled a 3 million accident free driving record over a period of 35 years.

He was recently honored at Local 337's annual stewards banquet in Cobo Hall, Detroit. On hand to participate in the ceremony was Teamster General President Frank E. Fitzsimmons and IBT Vice President Robert Holmes. Holmes is president of Local 337.



Three million-miler Roman Lisecki, Local 337, is flanked at ceremony by Teamster General President Frank E. Fitzsimmons (right) and IBT Vice President Robert Holmes. Holmes is also president of Local 337.

Honors have come quickly for Lisecki recently. The Michigan state legislature paid a special tribute to him with a gold-sealed certificate which proclaimed that "it is most appropriate that official recognition be given to Roman Lisecki for his safe driving record, attitude towards the job, deep sense of responsibility and community contributions."

Lisecki won the much coveted Driver of the Month Award of the Michigan Trucking Association in August, 1973, and was honored at a banquet of 1,000 couples in Lansing. There he received a trophy, certificate of accomplishment and a personal letter of praise from Gov. Milliken.

But that is not all. Lisecki won the Allied Supermarkets 1974 Truckers Rodeo in competition with 94 other company drivers. He won the truckers rodeo in 1972, and was second in 1973. He also has won company citations for being the highest production driver.

Lisecki at age 54 is the father of five sons, with four grandchildren. He has saved three lives, rescuing an injured motorist from a waterfilled ditch and saving one of his sons and a youth who had fallen into a river.

He served 18 years as a scoutmaster. His hobby is performing as a clown at the Allied Life truck rodeo, and making shutins and disabled veterans happy.

This super safe driver confides that it is "hard work avoiding accidents, but the big secret in driving is being a courteous as well as a safe driver."

MISCELLANEOUS

Mortgage Burning

The executive board of Teamster Local 853 in Oakland, Calif., happily joined in burning the mortgage of the union's headquarters building after making the final payment on the structure. Shown at the ceremony are (left to right): Seated—Ken Morlatt and Al Costa, president and secretary-treasurer respectively; Standing—Ray Blasquez, vice president, Manuel Cordeniz, business agent, Jerry Carbone, recording secretary, and Ernie Souza, Edward Corvello and William Pannell, Jr., trustees.

Teamsters Involved

OSHA Commission Ruling Reversed by Federal Court

THE U.S. Circuit Court of Appeals for the 10th Circuit recently reversed a decision by the Occupational Safety and Health Review Commission.

The court ruling upheld the first aid standards under the law and involved the Santa Fe Trail Transport Co., which employs 170 workers at its freight handling terminal in Kansas City, Kan. The workers are members of Teamster Local 41.

First Aid Standard

Santa Fe Trail Transport had been cited for a violation of the first aid standard which reads:

"In the absence of an infirmary, clinic, or hospital in near proximity to the workplace which is used for treatment of all injured employees, a person or persons shall be adequately trained to render first aid. First aid supplies approved by the consulting physician shall be readily available."

The review commission had vacated a citation against the company on the grounds that the standard's failure to further explain what "near proximity" meant rendered it unenforceably vague.

The appeals court noted that the phrase in question emphasized "the desirability of prompt assistance when injury occurs."

If the wording were any more explicit, suggested the court, complications would arise in cases of urban or rural locations, weather and traffic conditions, and other factors.

Noting that employees at the Santa Fe terminal had sustained 117 reportable injuries in the three years prior to an inspection by an officer of the Occupational Safety and Health Administration, the court added:

Social Duty

"A standard designed to protect workers by provision for prompt treatment of injuries requires flexibility rather than specificity."

The court also declared that the first aid standard furthered the intent of the federal law by recognizing a "common social duty" governed by the "reasonable man" concept.

Jersey Local Wins Big Unit At Beryllia

Teamster Local 177 of Irvington, N. J., gained a bargaining unit of 150 workers recently in a representation election at the Beryllia Corp., of Haskell, N. J.

Primo Benale, Local 177 recording secretary, said the National Labor Relations Board ballot resulted in a count of 72 votes for the Teamsters, 42 against, and 7 ballots were challenged.

Benale characterized the representation election victory as a "sweet triumph" following a lengthy organizing campaign.

● In Michigan

Teamster Local 486 of Saginaw, Mich., won a representation ballot held by the National Labor Relations Board recently at Crittenden Construction Co., Inc., in Alpena, Mich., according to Neil Dalton, secretary-treasurer of the local union.

● In Louisiana

A strong majority of workers employed by Louisiana Grocers Cooperative, Inc., in Harahan, La., voted for representation by Teamster Local 270 of New Orleans, La.

E. J. Munster, Local 270 organizer, said 61 drivers, warehousemen, clerks, printers and dispatchers were eligible to ballot in the National Labor Relations Board election. The count was 39 to 22 in favor of the union as all voted.

Carolina Retiree Writes Fitz

Dear Bro. Fitzsimmons:

I just wanted to let all the Teamsters and Local 71 of Charlotte, N.C., know how much I appreciate my pension and other benefits I am now receiving. I recently retired after 25 years with Pilot Freight Carriers. Thanks again for everything.

Fraternally yours,
Henry L. Burnette,
Charlotte, N.C.

MISCELLANEOUS

Safe Drivers

Seven Teamster drivers employed by Hall's Motor Transit Co., received awards recently for compiling 20 years on the road without accident. Shown are the drivers with their wives on the occasion (left to right): Mr. and Mrs. Harry Reigart of Local 430 in York, Pa.; Mr. and Mrs. Clifton Smith of Local 430; Mr. and Mrs. Harold Ruhl of Local 776 in Harrisburg, Pa.; Mr. and Mrs. Cletius Ruhl of Local 430; Gerald N. Hall, president of the company; Charles Rupert of Local 764 in Milton, Pa.; Mr. and Mrs. Leslie Pitts of Local 592 in Richmond, Va.; Mr. and Mrs. Leon Bair of Local 429 in Reading, Pa. Other drivers eligible for the award but not present at photo time were: Peter Scarpa and Richard Minell of Local 641 in Jersey City, N. J.; Stearns Berg of Local 429; Thomas Hillman of Local 107 in Philadelphia, Pa.; George Hinkley of Local 375 in Buffalo, N. Y., and Luther Wagner of Local 430.

Government Says:

Wage Settlement Gains Up Moderately Over '73

MODERATELY larger wage increases were gained in major collective bargain agreements reached during the first six months of 1974 compared with the same period in 1973.

Preliminary estimates by the Bureau of Labor Statistics show that wage rate adjustments negotiated during the first six months of this year averaged 8.7 per cent in the first year of the contract and 7 per cent annually over the life of the contract. The figures compared with 5.8 and 5.1 per cent, respectively, in 1973.

The measures exclude possible gains under "cost-of-living" escalator clauses. Some 2.1 million workers were covered by the 1974 settlements, primarily in the steel, construction, food, can, aluminum, apparel, retail trade, and transit industries.

The 1974 figures cover 506 collective bargaining settlements in the private nonfarm economy, each of which affected 1,000 workers or more.

In the manufacturing sector, first-year wage-rate gains averaged 8.2 per cent in the first half of the year, up from 5.9 per cent in 1973, while the average gain over the life of the contract was 5.8 per cent, compared with 4.9 per cent recorded in 1973.

In the construction industry component of nonmanufacturing, first-year wage gains averaged 8.8 per cent, up from 5.0 per cent in 1973. Over the life of the agreement, the corresponding average adjustments were 8.3 per cent and 5.1 per cent, respectively.

Thus far in the contract term, gains have averaged 10.2 per cent in settlements containing escalator provisions that were reached in the first half of 1974. This includes the first-year negotiated increases and escalator adjustments already put into effect.

During the first half of the year, escalator provisions were adopted in 51 settlements, covering 347,000 workers. Escalator provision now cover approximately 4.5 million (45 per cent) of the workers in major bargaining units.

Local Wins Decision On 3 Firings

Three employees were unlawfully discharged by Ozark Mack Trucks, Inc., of Springfield, Mo., so as to discourage membership in Teamster Local 245.

That was the decision by the National Labor Relations Board recently in upholding the findings of the administrative law judge.

Ozark defended the firings on economic grounds, claiming the three workers were spending too much time on various customer repair jobs which resulted in a loss of business.

Not so, said the judge. It was noted that the business was relatively healthy and expanding. It was concluded that the discharge reason was pretextual.

Ozark was ordered by the Board to cease the unlawful conduct—including interrogation and threats—and to offer the three discriminatees reinstatement and backpay.

Chicago Local Wins Ballots At 4 Firms

Four groups of workers have voted for representation by Teamster Local 743 of Chicago, Ill., in recent elections.

Donald Peters, president of Local 743, said the set of victories added a total of 350 members to the union.

The largest unit gained was at the Tabernacle Community Hospital and Health Center where non-professional workers voted 122 to 34 for representation by Local 743's unit known as HELP (Hospital Employees Labor Program), a program operated in conjunction with Service Employees Local 73.

Other victories scored by the Teamster affiliate were at: Chicago Dryer Co., manufacturers of laundry equipment and commercial dryers, where the vote was 49 to 20; Donahue Sales, where warehousemen and office workers voted 22 to 6, and Norbern Industries, cabinet manufacturer, where the ballot count was 23 to 1.

Ohio Retiree Pens Letter To Fitzsimmons

Dear Bro. Fitzsimmons:

Today I am celebrating the first anniversary since receiving my first pension check. I would like to express my thanks to you and all officers of the IBT for the outstanding pension plan and all the other wonderful programs.

Twenty-five years ago, in the most desperate hours of my life when I lost my native country, my relatives and when my future looked so dark, I came to this peace-loving country and was lucky to join our great labor organization.

From the first day I was accepted as an equal member of Teamster Local 336 in Cleveland, O., and everyone sincerely helped me to create a new life for myself and my family.

And because of all those wonderful programs you all fought so hard for, today I can enjoy the rest of my life just swimming in the beautiful waters of the Atlantic Ocean.

My thanks and best wishes also to all the members and officers of Local 336 for their nice attitude and sincerity I enjoyed all those 22 years working together.

Fraternally yours,
John Daugela,
Juno, Fla.

● Ohio Victory

Employees of Schooley Piano & Organ Co., in Cincinnati, O., voted 2-to-1 in favor of representation by Teamster Local 661 in a recent National Labor Relations Board election, according to Earl Leonhardt, Jr., business representative of the local union.

● In Kentucky

Truck drivers employed by Red Arrow Delivery, Inc., of Lexington, Ky., voted 11 to 1 in favor of representation by Teamster Local 651 in a recent National Labor Relations Board election, according to Ray Cash, secretary-treasurer of the local union.

Fair Labor Cases

Worker Anonymity Right Upheld by Court Decision

IT was ruled by the U.S. Court of Appeals in St. Louis, Mo., recently that workers complaining of violations of the Fair Labor Standards Act have a right to remain anonymous.

The decision overturned a lower court order which had dismissed an equal pay suit because Secretary of Labor Peter Brennan had refused to give the employer in the case the names and statements of the complaining employees as well as Labor Department investigative reports.

The three-judge appeals court declared that "employees have an absolute right to complain of the law's violations, and it is the court's duty to assure that they are protected in the exercise of that right."

The court said, however, that the Secretary's privilege to keep the names of complainants confidential is limited. A court may decide that an employer's need for such information, to prepare a defense, outweighs the public interest served by keeping the information confidential.

Engineered Products, Inc., of Hazelwood, Mo., sought the information after the Labor Department brought suit in federal district court charging the firm with paying its male production employees at higher wage rates than female employees doing the same work.

The plastics manufacturer claimed it needed the confidential information to prepare its defense. However, the court said the firm had not proven "substantial need" for the material.

The FLSA is administered and enforced by the Wage and Hour Division of the Employment Standards Administration.

Bargaining Rights

'Managerial' Workers Excluded From Collective Bargaining Unit

By a 5-to-4 decision, the Supreme Court has ruled that "managerial" employees are not entitled to collective bargaining rights as defined in the National Labor Relations Act.

The decision overruled the National Labor Relations Board which had maintained that the law excluded only those managerial workers involved in formulating and carrying out a company's labor relations policies.

The Supreme Court drew upon past NLRB and court decisions as well as legislative history to conclude, however, that "Congress intended to exclude from the protections of the Act all employees properly classified as 'managerial.' "

Whether particular employees are managerial, said the court, "must be answered in terms of the employees' actual job responsibilities, authority and relationship to management."

Justice Lewis F. Powell, Jr., wrote the majority opinion and was joined by Chief Justice Warren Burger and Justices William O. Douglas, Harry Blackmun and William H. Rehnquist.

The case specifically involved 25 buyers in the purchasing and procurement department of a New York plant operated by Bell Aerospace Co., a division of Textron, Inc. A union won an NLRB representation election for the group.

In hearings that followed, the NLRB acknowledged the company's argument that the buyers were "managerial" workers, but concluded that Congress did not intend to exclude all managerial workers from the law, but only those in jobs that might pose a conflict of interest in labor relations.

The company appealed the decision and eventually the case wound its way to the Supreme Court.

Justice Byron White, writing for the minority, said he could find no reason to "hamstring the Board and deny a broad category of employees those protections of the Act which neither the statutory language nor its legislative history requires."

MISCELLANEOUS

Ladies Retire

Edna M. Bernt and Alice R. Mueller, members of Teamster Local 554 in Omaha, Neb., retired recently after working in the offices of Yellow Freight Systems, Inc., for 23 years each.

Gain of $6

Workers' Median 'Profits' Up 5.5% in Seven Years

MEDIAN weekly earnings ("profits," if you will) of working Americans advanced from $110 to $116 in the seven years prior to May, 1974, accoding to the Department of Labor.

The figure, representing a 5.5 per cent increase over the 7-year period, was adjusted for increased living costs by the Bureau of Labor Statistics data specialists. The findings were based on a current population survey of 50,000 households.

When translated into constant dollars, the median earnings of men and women over 25 show increases of nearly 14 per cent between May, 1967 and May, 1974. But for young workers, age 16 to 25, there was scarcely any increase over the seven-year period.

The survey found that an earnings gap between men and women remained constant all during the seven years, with the median weekly earnings of women working full time equalling 61 per cent of the median for men.

The survey also revealed that currently unemployed persons had generally been earning less in their most recent jobs than workers of the same age and sex who were still employed —bearing out the contention that increasing unemployment always hits the lowest paid workers first.

● Alaska Win

Employees of Golden Valley Electric Association in Fairbanks, Alaska, voted overwhelmingly for representation by Teamster Local 959 of Anchorage, Alaska, in a recent National Labor Relations Board ballot.

Gene Clinton, Local 959 business representative, said 30 operators, assistant operators and coal handlers were eligible to vote in the election. The count was 27 to 3 in favor of the union.

● Unanimous

Warehousemen, packers, craters and shipping clerks employed by Reliable International, Inc., of Elizabeth, N.J., voted unanimously for representation by Teamster Local 84 of Fort Lee, N.J., in a recent National Labor Relations Board election, according to Carmine Conti, recording secretary.

Safety Ruling Delivered By NLRB

Fears for personal safety represent a legitimate reason for workers to refuse to continue on a job, according to a recent decision by the National Labor Relations Board.

The ruling came in a West Virginia case involving four workers who refused to do the job under what they felt were dangerous conditions. All four were fired by the Union Boiler Co.

Appeal

An administrative law judge dismissed the case on the ground that other workers eventually completed the job of cleaning a silo without hazard to their lives. But the Board disagreed with the judge when the decision was appealed.

The Board declared that the weather conditions on the day of the dispute justified the work refusal. The judge was reversed and the company was ordered to reimburse the men for any monetary losses they suffered.

The result of the ballot conducted by the National Labor Relations Board was 25 for the union and 8 against.

Fitz Gets Note From Retiree In Indiana

Dear Bro. Fitzsimmons:

Just a note to express my sincere appreciation to our union for the fine pension I am getting. I thank the fine staff at Teamster Local 264 of South Bend, Inc., where I was a member for 40 years.

I was a driver for Express Freight Lines of Milwaukee, Wis., for 35 years—and thanks to them for their contributions to the pension plan.

To all members: Keep up the good work and keep our union stronger as your day is coming to enjoy the things that I now have.

Fraternally yours,
Kenneth Lemert,
Lapaz, Ind.

Vindictive Boss

L.A. Teamsters Win Ruling In Firing of Five Drivers

M & J Trucking Co., Inc., of Commerce and Riverside, Calif., committed numerous violations of the law, said the National Labor Relations Board in a recent decision.

The Board said the company also unlawfully discharged five employees —Richard Babb, Arthur Bazan, James Brockway, John Brockway and John Daley—because of their activities and sympathies on behalf of Teamster Local 208 of Los Angeles, Calif.

Affirming the findings of the administrative law judge, the Board added that a bargaining order was appropriate as part of the remedy in the case.

It was found that M & J Trucking engaged in a massive anti-union campaign designed to discourage employees from voting for the union. Despite the coercive tactics, Local 208 narrowly missed winning a majority vote.

The judge discovered that the union's strength among the employees, as indicated by the election results, admittedly came as a complete surprise to the employer.

Within 15 minutes after announcement that the union had lost the election, the employer went into action. In a bald, vindictive maneuver, he laid off five truck drivers who supported the union.

The judge rejected the employer's defense that the layoffs were prompted by economic considerations "at the urging of its accountant to reduce labor costs" (who somehow reached these conclusions at the handy moment).

Furthermore, the layoffs were the first in the employer's 14 years of existence and took place in the midst of a workweek. Finally, the fired workers were not allowed to finish out the workday.

M & J Trucking was ordered by the Board to cease the unlawful conduct, to offer the five dischargees reinstatement with backpay for any loss of earnings, and, upon request, to bargain with Local 208 as representative of employees in a unit of truck drivers and mechanics.

Driver Exam Provided By IBT Unit

Copies of the new written examination for drivers of commercial vehicles have been made available by the International Brotherhood of Teamster's Safety and Health Department.

The new exam, consisting of 66 multiple-choice questions, replaces the old test of 99 true-false questions and became effective last October 1st.

Free copies may be obtained by writing to: IBT Safety and Health Department, 25 Louisiana Ave., N.W., Washington, D.C., 20001.

Downtown Parking Tax Upheld

A Supreme Court decision has given the green light to cities that want to levy a high tax on private downtown parking lots and garages in an effort to reduce urban congestion and divert commuters to public transportation.

The decision specifically involved the city of Pittsburgh, Pa., but was expected to encourage other major cities to restrict the daily influx of cars into crowded areas by forcing parking fees up through the imposition of new taxes.

In Pittsburgh

Pittsburgh, in 1969, imposed a 20 per cent tax on gross receipts of off-street parking facilities. Owners of an estimated 17,000 of the 24,000 parking spaces in the city filed a joint suit to block the tax.

Although two lower courts sustained the city ordinance, the Pennsylvania Supreme Court reversed the decision and was itself reversed by the highest court in the land in a unanimous ruling which read in part that "the city was constitutionally entitled to put the automobile parker to the choice of using other transportation or paying the increased tax."

Phone Tap Complaints 10,000 Yearly

An estimated 10,000 Americans annually complain to the telephone company that their phones are tapped, and their suspicions are valid in about 2 per cent of the cases.

The figures came to light in testimony by a spokesman for the American Telephone & Telegraph Co., appearing before the House Foreign Operations and Government Information subcommittee.

Legal or Illegal?

Testimony revealed that AT&T's 24 operating companies found taps on 195 telephones in 1970, 249 phones in 1971, 174 phones in 1972, and 163 phones were found to be tapped last year. There was no way of determining how many of the taps were legal and how many illegal.

A report published recently by the administartive office of the United States Courts, taken from data supplied by federal and state officials, stated there were 866 lawful requests for wire taps and other forms of electronic surveillance in 1973. All but two were granted.

Arbitration Case Won By Local 153

Teamster Local 153 of Union, N.J., recently won an arbitration award amounting to about $6,000.

Henry J. Tchorzewski, Local 153 president, said the award grants to the employees of Falstaff Brewing Depot in North Bergen, N.J., their right to a corporate guaranteed pension of $10 for each year of service to a maximum of 35 years.

Pension Reestablished

The case arose when Falstaff refused to honor the contract which called for the brewery maintaining the same pension rules, regulations and benefits as maintained by another brewing company in New Jersey.

It was ruled by the arbitrator that Falstaff did indeed violate the collective bargaining agreement. The company was directed to immediately establish the pension fund as required by the contract.

For 1974

Passenger Car Registrations Expected to Top 105 Million

PASSENGER car registrations in the United States are expected to total more than 105 million by the end of 1974, according to the Federal Highway Administration.

The actual anticipated registration will be 105,287,000 autos for a 3.5 per cent increase over the 101.8 million registered in 1973.

Trucks and buses are expected by the FHA to total 25,464,000 for a 7.6 per cent gain over the previous year.

The perennial leader in numbers of motor vehicles registered, California, is expected to have 13.8 million, followed by 8.3 million in Texas, 7.6 million in New York, 6.9 million in Ohio and Pennsylvania, and 6.2 million in Illinois.

Florida and Michigan will have more than 5 million each, and New Jersey over 4 million.

North Carolina, Indiana, Georgia, and Massachusetts occupy the 3 million class, while states with 2 million include Alabama, Iowa, Kentucky, Louisiana, Maryland, Minnesota, Missouri, Oklahoma, Tennessee, Virginia, Washington, and Wisconsin.

There will be 9 additional states with registrations of more than 1 million.

The 10 leading states account for 68.7 million motor vehicles or 52.5 per cent of the national total.

Motorcycle registration growth is expected to continue at the same high level as in 1973 with the increment about 615 thousand, a 19.5 per cent increase over 1973. The motorcycle totals include all registered motorcycles, motor bicycles, and motor scooters.

In the U.S.

One of Every Six Vehicles Is a Registered Truck

ONE of every six vehicles registered in the United States is a truck, according to the Motor Vehicle Manufacturing Assn. (MVMA).

MVMA's annual publication, *Motor Truck Facts,* reported that the 1973 calendar year was the best in the U.S. history for production and sales of motor trucks.

Retail sales reached a new high of 3,166,000 units, or 528,000 more than bought in the previous record year of 1972.

Eighty-four per cent of the factory sales of trucks and buses were vehicles with gross vehicle weights of 10,000 pounds or less.

Other facts gleaned from the 60-page publication include:

—One of every five vehicle miles of travel are made by trucks.

—Trucking operations in America employ more than nine million persons with payrolls exceeding $77 billion.

—Trucks pay one of every three dollars in special state and federal highway user taxes.

● Pet Supplies

Warehousemen and driver salesmen employed by the Puget Sound Pet Supply Co., Inc., in Seattle, Wash., voted for representation by Teamster Local 117 recently.

IBT Vice President Arnie Weinmeister, who also is secretary-treasurer of Local 117, said 16 employees were eligible to ballot in the election conducted by the National Labor Relations Board. The tally was 11 to 5 in favor of the union.

● Warehousemen

Warehousemen employed by The Henry G. Thompson Co., a tools and hardware manufacturing firm in Commerce, Calif., voted overwhelmingly for representation by Teamster Local 986 of Los Angeles, Calif., in a recent ballot conducted by the NLRB.

Good Safety Can Translate Into Profits

Trucking leasors were told recently that good safety practices can result in greater profit for their business.

Dr. Robert A. Kaye, head of the Bureau of Motor Carrier Safety, spoke at a meeting of the Car and Truck Leasing Assn., and reminded his listeners that a primary cost factor in their business is insurance protection which amounts to between 2 and 5 per cent of all operating costs.

With insurance costs directly related to the loss experience of a company, said Kaye, the 2 to 5 per cent loss will set the level of insurance premium rates.

Therefore, said Kaye, good safety and maintenance practices could cut insurance costs with perhaps a considerable savings in operating expense for a big firm.

● California Win

Production and maintenance workers employed by Mayfair Plastics, a plastic dairy products firm in Torrance, Calif., voted overwhelmingly for representation by Teamster Local 572 of Long Beach, Calif., in a recent National Labor Relations Board election, according to Jack D. Cox, secretary-treasurer of the local union.

● In Kentucky

By a better than 2-to-1 margin, workers employed by Chappell's Dairy in Campbellsville, Ky., voted for representation by Teamster Local 783 of Louisville, Ky., in a recent National Labor Relations Board election.

Howard L. Haynes, secretary-treasurer of Local 783, said 45 production and maintenance workers, along with truck drivers, were eligible to vote.

● Single Men

The participation of single men in the labor force has advanced from 61 to 67 per cent since 1970, according to the Department of Labor.

A Challenge for the 94th

Taxes, Energy, Health, Consumerism, Jobs Facing January Session of Congress

THE FIRST SESSION of the 94th Congress, scheduled to begin January 14, promises to be a hard-working meeting. Awaiting the legislators on their return is an enormous backlog of wide-ranging legislation.

Foremost among proposals coming up after the session's opening were such measures as comprehensive tax reform, legislation creating a national health insurance program, expanded unemployment compensation, a bill which would create a Consumer Protection Agency, federal standards for workmen's compensation and other measures overlooked by the 93rd session.

Reforms in the House Ways and Means Committee seemed destined to most strongly affect the beginning session. That body was streamlined in December by a Democratic caucus which initiated a variety of reforms. These measures were designed to relieve past tie-ups experienced with legislation in that committee.

In the upcoming session, Congress is going to have its hands full. One issue headed for prolonged debate in the 94th session is how to deal with the energy situation. A Commission headed by Rogers C. B. Morton, Secretary of the Interior, was appointed by President Ford in early December. This panel was to hold hearings and formulate proposals on the problem, and submit them to the President by mid-December. He was expected to submit his Administration proposals on the problem and recommendations to the Congress when it reconvened.

The economy was a recurrent woe. A stable economy and restoring the consumer's confidence were two of Ford's primary concerns. As 1975 began, the President was urging the Congress to take action on his WIN program to defeat the nation's economic ills.

Ford's proposals had included provisions for fiscal restraint, National Employment Assistance, trade reform, and tax reform. Senate Democrats had made proposals including controls on wages, prices, profits, rents and interest rates, plus a job program, aid to slumping firms, credit priorities, fuel allocations and possible gasoline rationing. Resolution of the differences between Presidential and Congressional proposals held a high place on January's congressional docket.

The Democratic party, in its first mid-term convention, by the way, offered its own solutions to our economic woes. The delegates called for "controls covering prices, wages, executive salaries, and fringe benefits, profits and rents."

Their resolution also provided for wage catch-ups and price rollbacks as part of the controls formula.

It is interesting that this platform proposal closely mirrors views already expressed by Teamster General Secretary-Treasurer Murray W. Miller on behalf of the International. When he attended the White House Labor Summit on the economy in mid-September, he asserted that, to control inflation, "We believe that a series of price rollbacks are necessary where profits and prices have been exorbitant. How else can we reestablish a balance between purchasing power and prices in the market place?"

Establishment of a Consumer Protection Agency was again on the list for the 94th Congress, as was formulation of a national system of no-fault automobile insurance, both measures that were killed in the 93rd.

A comprehensive tax reform measure, a strong point in Ford's economic solvency plan, was killed in December. A new bill was expected to emerge from the Ways and Means Committee for action during the 94th session, though.

A bill on federal regulation of strip mining and Senate approval of the Administration's long sought foreign trade bill both came prior to 93rd Congress adjournment. They were sent to the President, despite a threatened veto of the strip mining measure.

Election results from 1974's races assured that the new Congress will be the youngest since World War II. The average age of House members in the 94th dropped below 50 this year. Some 87 House members and five Senators will be 40 or under, a 50 per cent increase in youthful members over the 93rd Congress.

Newcomer power seemed destined to assure reforms on seniority system and committee operations, and possibly efforts to unseat party leaders in both the House and the Senate. The new makeup undoubtedly guarantees action on more liberally-oriented and needed social reforms as no-fault insurance and like measures.

As for the lame-duck 93rd Congress, it struggled before it recessed to finish pending legislation. Among measures wrapped up was a measure providing women consumer credit protection, a 11.8 billion dollar Mass Transit Act, and two bills—one strengthening the 1966 Freedom of Information Act and another revamping vocational rehabilitation—both passed despite Presidential vetoes.

Basically, the Congress concentrated on cleaning up appropriations bills such as that of the Labor/Health, Education and Welfare proposal and other measures close to passage.

One mid-December highlight was the confirmation of Nelson Rockefeller as 41st Vice President after more than four months of haggling on the Hill.

One thing is sure, the 94th Congress has a lot of high-priority legislation facing it. It's important to both the nation and its citizens how fast they can dispose of it.

LEGISLATIVE REPORT

Long Overdue

Health Insurance Passage Predicted for Next June

THE SPEAKER of the U.S. House of Representatives has predicted that a national health insurance program will be passed in that chamber this year.

Rep. Carl Albert said the issue would be the first order of business on the legislative agenda when the 94th Congress convenes in January.

While the House Speaker was emphatic in his assertion that the lower house would okay a national health bill, he did not try to predict which one of the dozen versions introduced so far will make the grade.

Health insurance has been knocking around Congress in a stalemated condition since 1970 despite the best efforts of the International Brotherhood of Teamsters and most of the remainder of organized labor seeking to win passage of the important legislation.

It was Speaker Albert's view that the big one-fourth turnover in the House, as a result of the general election last November, would lead to passage of the measure.

Changes in the congressional line-up undoubtedly will alter the composition of the House Ways and Means Committee where opponents of the health bill have kept it bottled up for the last four years.

Thirty-four congressmen who had served as the kept pets of the leading health insurance foe, the American Medical Association, went down to defeat at the polls. Fifteen others retired.

Speaker Albert

That means that 49 congressmen, nearly all of whom supported the AMA's health proposal designed to muddy the legislative process, will not be there when the 94th Congress goes to work.

Whatever national health insurance bill emerges—if Speaker Albert's prediction comes true—the final draft probably will be a compromise. Hopefully, the compromise will include the best features of the many legitimate proposals submitted in Congress.

Generally speaking, most of the members of the House have pledged to support national health insurance as part of the Social Security system.

But there still is a strong element of Representatives remaining subservient to the AMA and willing to keep pushing its so-called "voluntary" plan which would amount to a bald money-making proposition for the doctors.

Organized labor, of course, has resisted the AMA's voluntary proposal and keeps pushing for a program that would provide medical services for every man, woman and child in the nation on a more-or-less compulsory basis.

Government Says:

Trade Union Honesty Reflected in Report

AMERICA's labor movement is basically free of "hanky-panky" and does a good job of policing itself despite the sensational newspaper headlines of union crime that occasionally pop up.

The evidence is contained in the latest report of the Labor-Management Services Administration, "Compliance, Enforcement and Reporting in 1973," under the Labor-Management Reporting and Disclosure Act (LMRDA). The federal law is perhaps better known as the Landrum-Griffin Act.

"Because those subject to the LMRDA voluntarily comply with its provisions in most instances, litigation to enforce its requirements has been kept to a minimum," an introduction to the report says. "Since the act was passed (in 1959), only 450 civil actions involving various LMRDA provisions have been brought in federal district courts."

LMRDA governs a wide range of internal union procedures, including election of officers and imposition of trusteeships. The law prescribes fiduciary responsibilities for union officials and makes embezzlement of union funds a federal offense.

Under certain conditions employers, labor relations consultants, union officers and union employees are subject to LMRDA reporting requirements.

Only about 1,500 private actions have been filed under LMRDA provisions since 1959 with less than one-third actually holding up and reaching the federal courts.

This is a miniscule number when the law actually covers some 80,000 local unions, with their local officers and staff as well as international union officers and staff. The number of officials actually covered could reach as high as 600,000 to 800,000.

Over the 13 years covered by the report, the 450 civil suits would average out to about 34 a year. The highest was in 1966, 50, and the lowest in 1962, 17. The last reporting year, 1973, saw 32 civil suits.

In 1973, as in other years, the largest number of civil suits was in elections, 16. There were 11 cases involving reporting.

The law states that a union member may file an election complaint with the Secretary of Labor charging violations. He may do this within one calendar month after exhausting the remedies available under the constitution and bylaws of his union and any parent body.

● Mechanics

Auto mechanics employed by Somerville Sales, Inc., an auto dealership in Somerville, Mass., voted by a 5-to-1 margin for representation by Teamster Local 841 of Malden, Mass., in a recent National Labor Relations Board election, according to Thomas Fitzgerald, secretary-treasurer.

LEGISLATIVE REPORT

Stronger Enforcement Recommended

Bernard DeLury, Assistant Secretary of Labor for Employment Standards, recently called for improvement communication and cooperation between federal, state, and local government in the enforcement of worker protection laws.

DeLury said the 10 regional offices of the Employment Standards administration (ESA) wants to work closely with state labor officials to share information on ESA policies, enforcement activities and other related issues.

"By working together," he said, "we are better equipped to make the intent of these laws a reality."

Consumer Unit Plans Rule On Complaints

The United States Consumer Product Safety Commission plans to put into effect a requirement that companies save customer safety complaints for at least five years.

The new government policy would make it easier for a consumer to sue and recover damages from the manufacturer of a faulty product.

The commission, which has authority by law over almost all appliances in the home, plans to impose the requirement on an estimated 200,000 manufacturers as well as importers, private labelers and distributors.

Besides monitoring the safety track record of a given item, the complaint file would help the commission determine future regulatory priorities in terms of hazards and determine compliance with existing laws and regulations.

Fitzsimmons Reappointed To Committee

Teamster General President Frank E. Fitzsimmons recently was reappointed for a 3-year term to the President's Committee on Employment of the Handicapped.

Fitzsimmons received notification of the reappointment from Harold Russell, chairman of the committee, who wrote in part:

"Your organization has been a great source of strength to us in our work to open doors to better and fuller lives for our handicapped citizens. . . . The work of the President's Committee is a continuing challenge. Your comments and suggestions are always welcome."

Census Facts

Population Shifts Dramatically Away from Metropolitan Centers

DRAMATIC shifts in the movement of America's population since 1970—away from large cities into smaller towns and less populated states—is continuing, according to the Census Bureau.

The trend was first noticed in the 1970-1973 period following an extensive survey.

Now the Census Bureau has updated its figures and extended them to July, 1974. Although the latest report slightly alters the initial survey, the trend remains discernible.

In its earlier report, the bureau found that the South had become the fastest-growing area of the country and most industrial states—the ones that had the greatest growth in the 1960s— are slumping in population growth.

The latest report shows the West now matching the South in growth, both registering population gains of seven per cent since 1970 compared to a population increase of four per cent for the nation as a whole.

But significantly. California's growth rate trailed well below the average for the West. That satte, whose population exploded by 27 per cent between 1960 and 1970, had a rate of increase of just 4.8 per cent since 1970.

The largest percentage increase in population was in Arizona—21.4 per cent—followed by Flordia, 19.2 per cent; Nevada, 17.3 per cent; Colorado, 13.1 per cent; Idaho, 12 per cent; Alaska, 11.6 per cent; and Hawaii, 10 per cent.

Two states, New York and Rhode Island and the District of Columbia showed population losses between 1970 and 1974. The District lost an estimated 34,000 residents or 4.5 per cent; New York's population decreased by an estimated 130,000 or 1.3 per cent. Rhode Island lost 13,000 residents, or 1.3 per cent.

Dave Sweeney Appointed To Council

Dave Sweeney, legislative director for the International Brotherhood of Teamsters, recently was appointed to the Federal Advisory Council on Unemployment Insurance.

Sweeney and five other newly-appointed members were sworn in by Secretary of Labor Peter Brennan. The council has 15 members.

Bankruptcy Cleans Slate For 190,000

NEARLY 190,000 Americans asked the federal courts to declare them bankrupt in the 12-month period ending last June 30th.

The total was an alarming increase of nearly 10 per cent over the previous year, according to the administrative offices of the U.S. courts.

The trend is a turnabout from the previous three years in which the number of bankruptcy filings across the U.S. showed a steady decrease.

Officials believe the upturn is the result of inflation, over-use of credit, and shoddy business practices that have placed unwary consumers in a bind of debt.

While a declaration of bankruptcy does not necessarily wipe the individual's slate entirely clean, it does permit him to retain most of his property and other assets while legally wiping out huge debts.

Legislation, Politics, Government

• CIVIL LIBERTY THREAT

The third-highest ranking official of the Federal Bureau of Investigation under the late J. Edgar Hoover warned recently that the FBI, as now structured, is a potential threat to the civil liberties of Americans. William C. Sullivan added that in his opinion the power of the FBI should be reduced significantly.

• PRESIDENT TAKES HEAT

President Ford has been taking a lot of heat from the Daughters of the American Revolution. The DAR complained about his selection of a British-born woman, now a naturalized citizen, to be deputy administrator of the American Revolution Bicentennial Administration. The DAR president called it "incredulous" that a woman of English birth would be nominated for the job.

• OIL INDUSTRY INFLUENCE

John C. Sawhill, as he departed his job as chief of the Federal Energy Administration, said the oil industry exerted much more influence in the nation's capital than he had imagined when he took the post. Sawhill told the Joint Economic Committee of Congress that some big oilmen had even admitted to him that they had lobbied for his ouster.

• CITY DECAY

Delegates to the 50th annual meeting of the National League of Cities—which represents 15,000 municipalities in the United States—unanimously resolved to press for a national urban policy aimed at conserving urban resources. Specifically, the league wants the federal government committed to stemming city decay before it gets any more out of hand.

• EQUAL RIGHTS AMENDMENT

Supporters of the Equal Rights Amendment have picked 10 states in which to concentrate their ratification efforts during 1975. Backers hope to gain ratification this year. The amendment would invalidate all laws—federal, state or local—that discriminate on the basis of sex.

• AUTO PRICE PROBE

The Joint Economic Committee of Congress has been investigating auto company policies to try and learn why manufacturers resist cutting prices when sales are slow. The committee also is curious as to why the auto makers are not producing more small cars.

• SUGAR LAW EXTENSION

The House Agriculture Committee agreed not to seek an extension of the Federal Sugar Act during the closing weeks of the 93rd Congress. But a Minnesota congressman already has indicated he would introduce a bill for a renewal when the 94th Congress convenes in January. The House voted last summer to allow the Sugar Act to expire last December 31st.

• DEMOCRAT PRESIDENTIAL PROSPECTS

There was no clearcut surge of support for any of the presidential candidate hopefuls appearing at the Democrats' mini-convention in Kansas City, although the subject was on the mind of every delegate. So far, only two Democrats have actually announced their candidacy for the 1976 nomination: Rep. Morris Udall of Arizona and Georgia Gov. Jimmy Carter.

• REPUBLICAN IMAGE

The Republican Party plans a $2 million advertising campaign this year to explain to the voters what the GOP stands for in political affairs. Main reason for the program, according to Mary Louise Smith, national chairman, is that the GOP has a hard time communicating the Republican position.

• PAPER SHUFFLING STUDY

Congress has set up a 14-member commission to find ways to reduce the burden of paperwork on business. Critics have complained that business spends $18 billion a year filling out and shuffling government forms at all levels. The congressional study will cost $4 million.

For Your Information

Paper Towel Newspapers

"The newspaper of the future will be about the size of a paper towel," said a Philadelphia newspaper editor recently when summing up the problems of newspaper publishing.

Daily newspapers are in the process of shrinking across the land primarily because of the rising cost of newsprint—the paper on which they are printed.

Newsprint sold at around $135 a ton in 1965. Last year the price was $175 a ton. Beginning the first day of 1975, newsprint cost was expected to hover around $200 a ton.

Publishers and editors anticipate that in the next decade newspapers will become definitely smaller, carry fewer advertisements and probably also diminish in overall news content. And the price will go up.

The New York *Times*, perhaps America's most famous daily newspaper, illustrates the situation well. The *Times*, which uses more than 300,000 tons of newsprint a year, paid $56 million for the paper last year. The cost is expected to go to $75 million this year.

Hilton Wilson, *Times* newsprint manager, said recently: "Over the next five years, newsprint may represent 30 per cent of our costs, rising at a rate more sharply than the cost of labor."

WIN Inflation

Those anti-inflation "WIN" buttons symbolic of the Ford Administration's fight against inflation are selling for $1 each a block away from the White House.

Originally the buttons were to be sold to the public at 10 to 15 cents each. Then, as the President publicized the "WIN" buttons, the price suddenly spurted to 25 cents apiece.

It has now been established that the cost of the material used in producing the buttons was $.00184 just two years ago. Today, the production cost per button is $.00309—or less than one-third of a cent each.

Fry that Hamburger

A group of scientists from the University of Guelph in Canada did a 4-month study on hamburger recently and arrived at some startling conclusions.

Tests of 108 meat samples purchased at 28 stores in 3 cities showed that 46 per cent contained staphylococci bacteria which may cause food poisoning. Over 70 per cent of the meat had a bacterial count in excess of 10 million per gram. Some samples contained E coli bacteria, evidence of human or animal intestinal contamination.

Asked if cooking could destroy the bacteria in the tainted beef, one of the researchers answered: "Yes—if you fry the hell out of it."

Sugar Subsidies

Even while sugar prices have been more than tripling in recent months, the U.S. government has continued to pay subsidies to the sugar industry.

The payments are made under the Sugar Act of 1948 as a "reward" for not using child labor and for paying field workers "fair and reasonable wages" as well as limiting production.

Among large beneficiaries of the subsidy in 1972 (the latest reporting year), the U.S. Sugar Corp., received more than $1.8 million for its crop that year while the Hawaiian Commercial and Sugar Co. got more than $1.2 million.

Bonanza for Banks

Not many Americans know it but the federal government keeps an average of nearly $4 billion in in taxpayer's funds in interest-free accounts at commercial banks.

It is estimated that the government loses $428 million a year because of this practice—or more than $1.2 million a day—because the funds in the so-called tax and loan accounts are not invested to benefit Uncle Sam or the taxpayers.

Not only is there no interest on the $4 billion, but the banks get to invest amounts ranging above 80 per cent of the total to earn profits for themselves.

Transistor Successor?

A newly-patented process is considered by engineers as a possible key step toward development of a new type of electronic switch with performance far exceeding that of the transistor.

The patent number was assigned to the International Business Machines Corp., for the process developed at IBM's research center in New York.

Experiments show that the process can serve in both computer logic and memory circuits and operates from 10 to 100 times as fast as present-day transistors while generating less than one-thousandth as much heat. The low heat generation permits the circuits to be placed very close together.

Nuclear Weapons

American tactical nuclear weapons in Western Europe should be reduced from 7,000 warheads to 2,000 warheads, according to a recent study by the famous Brookings Institution located in Washington, D.C.

The study concluded that the reduction of warheads would release approximately 25,000 American troops for conventional defense while retaining a tactical nuclear warfare deployment in Europe of sufficient scope for a major tactical nuclear response to aggression.

The Soviet Union reportedly has an estimated 3,500 nuclear warheads in Europe.

● Tranquilizer Danger

Two widely used transquilizers may cause serious birth defects if the drugs are taken during the first six weeks of pregnancy.

That's the conclusion of a study made recently by medical researchers at the University of California in Berkeley. The dangerous drugs were identified as meprobamate—most commonly prescribed as Miltown or Equanil—and chlordiazepoxide, better known under the trade name of Librium.

The two drugs are generally prescribed for the relief of anxiety, tension or mild depression—usually of a temporary nature.

● Moscow Traffic

Pravda for the first time recently published the casualty figures for traffic accidents in Moscow, revealing an unusually high death toll per number of autos.

Some 574 people died and 5,914 were injured in Moscow mishaps during 1973. Moscow's population is about 7 million. There are only 160,000 registered autos in the city.

By contrast, a slightly larger population in London, England, suffered 697 traffic fatalities and 8,026 injured in the same year. There are 2.3 million autos registered in London.

● Public Payroll

An illustration of the size of the public payroll in the United States was offered recently by the Census Bureau.

A hypothetical town of 10,000 population with its public job roster proportionate to national government employment statistics would have: 456 people working for state or local government, 133 people working for the federal government, and 107 persons would be uniformed members of the armed services.

Between 1963 and 1973, the most recent year for which comprehensive statistics are available, the public payroll grew from 9.7 million to 14.1 million.

● Industrial Nation Inflation

The Organization for Economic Cooperation and Development has predicted that inflation in industrial countries probably will continue unabated in coming months.

Spokesmen for the 24-nation OECD said the inflation would follow unfavorable food price trends and cost increases, dampened further by the effect of weak overall demand and lower industrial raw material prices.

OECD said the final figures for 1974 will show an estimated consumer price rise of around 14 cents in the 24 countries—almost double the 1973 rate.

Rather ominously, OECD noted, more than three percentage points of the 1974 inflation was directly attributable to higher energy prices at the retail level.

"The world's population increases by about 76 million people every year. So this requires 28 million to 30 million metric tons of more grain every year."—Dr. Norman E. Borlang, agronomist and Nobel prize winner.

● Beefalo Meat

You may be eating beefalo steak, roast or ribs in the not too distant future if cattle breeders in the West are successful.

A hybrid animal called the "beefalo"—three-eighths buffalo and the rest beef—has been developed. Seed animals for herds are now being sold at auction.

Cattlemen are enthusiastic because the beefalo can be sold for 25 to 40 per cent less than standard beef. They call it "supercow."

Also important to the depressed cattle industry is that the beefalo can be fed exclusively in a pasture. The animal does not require an expensive sojourn in a grain feedlot before slaughter.

It is estimated that beefalo gain 100 pounds a month just munching forage. Moreover, the meat has twice as much protein and about 25 per cent less fat than cattle.

● Beer Gaining

Beer is gradually replacing wine as the fastest growing segment of the alcohol beverage industry, according to a study by Standard & Poor's analysts.

The gain in beer popularity is partly attributed to the rising spurt in the prices of soft drinks. For years, beer consumption went up at a steady rate of 4.5 per cent a year in the United States. When all the figures were in, however, beer was expected to gain 5.5 per cent for 1974.

Other alcoholic beverage trends: Whiskey keeps losing ground, reflecting a long-term trend toward lighter drinks.

A survey by *Seventeen Magazine* concluded that teenage girls in the United States spend about $1.15 billion for Christmas gifts. The young gals spend the most on their mothers, $234 million, and the least on their sisters—$91 million. They spend $181 million on themselves.

● Tennis Boom

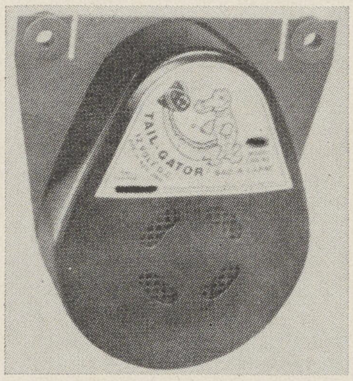
America is undergoing an unprecedented tennis boom with an estimated 21 million people now taking part in the sport.

Some 5,000 courts are being added this year to the 112,000 already in use, according to the U.S. Lawn Tennis Association. The sharpest growth is in the number of indoor courts which number 1,200 now compared with 250 five years ago.

Tennis publications, meanwhile, say their circulations have more than doubled in the past two years.

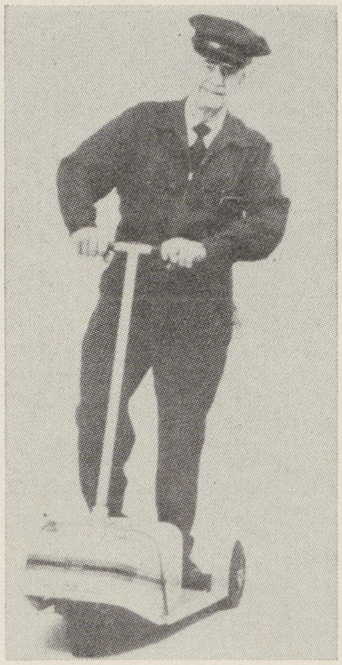
The best indication of all, the sale of tennis balls, shows that retailing of the fuzzy spheres has jumped about 25 per cent every year in the past several years.

WHAT'S NEW



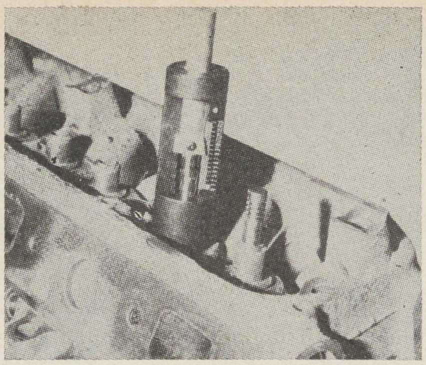
Tail-Gator

A new back-up alarm "Tail-Gator" designed to fit most light and medium-duty vehicles is now available. It operates on 12-volt negative ground and can be wired directly into the back-up light circuit or activated by a separate mechanical switch, the manufacturer reports.



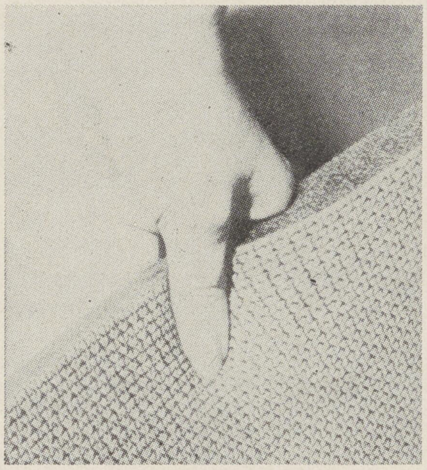
Personnel Carrier

A new battery-powered personnel carrier has been announced. It features an electric motor capable of pulling a 200-pound load up a 10 percent incline, the manufacturer says. It is designed to save walking time for personnel in warehouses or other buildings.



Valve Height Gauge

A gauge which accurately measures the height of a valve in relation to the valve seat has been introduced. After grinding the valve seat and refacing the valve, it is replaced in the guide and on the seat and gauge may be used again to make certain the reading is the same.

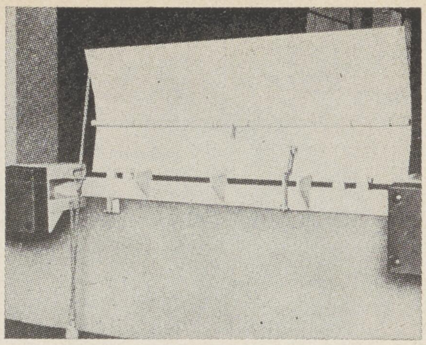


Noise Suppressor

A noise barrier material for the floorboard and doghouse of truck cabs is now on the market. In addition, the company has sealers to plug holes, absorption material for the headliner and engine hood and a noise sensor.

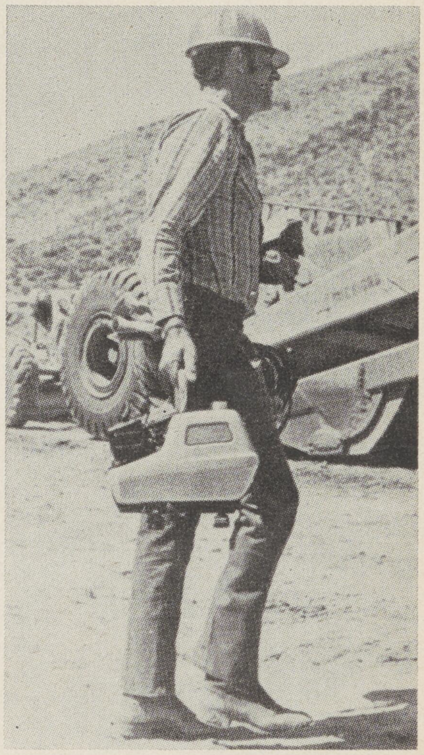
WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



Dock Leveler

A new fully mechanical dock leveler has been introduced. Using the attached chain, the operator lifts the counterbalanced sections to their full vertical extension and lowers the platform to the truckbed. Grease fittings have been remolded for easy lubrication. The platform is five-and-one-half feet wide and extends 27 plus inches beyond the dock face.



Portable Charger

A portable battery charger driven by a gasoline engine has been introduced. The 28-pound engine-alternator combination is capable of safe, fast battery charging in any location and its manufacturer claims it will normally restore starting power within 10-15 minutes. It will charge 6-, 12-, or 24-volt batteries. One tank of gas operates the engine for an hour at full charging rate.

LAUGH LOAD

Disorder Is Called For!

The chairman of the union meeting turned to the business agent and said: "You certainly are getting a tremendous reception . . . they're still clapping and whistling. What did you tell them?"

"I said," replied the B.A., "that I wouldn't go on with my speech until they quieted down!"

No Horse Since!

The baseball manager discovered a trick horse who could hit the ball a mile. It was the championship game, the last of the ninth with two out and the score tied. He put the nag in as a pinch hitter. The horse swung on the first pitch and knocked it out of sight. Then it just stood at home plate. "Run!" cried the manager, "run!"

"Don't be crazy," replied the nag. "If I could run I'd be at Santa Anita today!"

Sneaky Revenge!

A man and his six-year-old son were shopping in a crowded department store. As they emerged from a crowded elevator, a stout woman turned around and slapped the man right in the face. The little boy said: "That was a mean woman, Daddy. She hit you and she stepped on my foot in the elevator. But I got even with her . . . I pinched her!"

Two Cinder-fellas

Two drunks got lost and found themselves walking the ties down a railroad track. After quite a while, the first drunk said: "Man, these here stairs are killing me!"

To which the second drunk replied: "It ain't the shtairs so much as it ish these danged low banisters!"

Special Attachment

Salesman: "This model has a top speed of 130 miles an hour, and she'll stop on a dime."

Prospect: "What happens after that?"

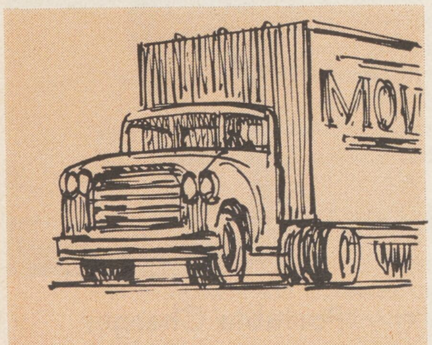
Salesman: "A little putty knife comes out of the glove compartment and scrapes you off the windshield."

There's Always One

The over-confident rookie pitcher strutted out on the mound for his first big league game, wound up and let fly his first pitch.

The batter knocked it out of the park. The rookie glared at his opponent as he made his leisurely round of the bases and then shouted, "You bum! You've loused up my no-hitter."

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME..

NEW ADDRESS..

....
City State Zip Code

OLD ADDRESS..

....
City State Zip Code

LOCAL UNION NO..

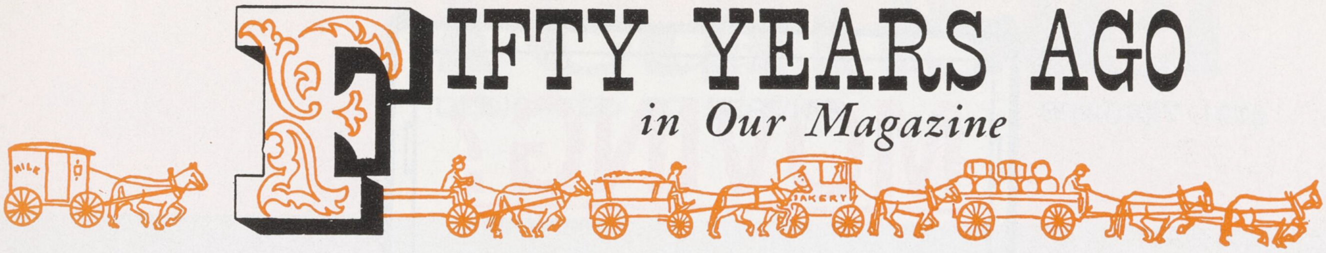
LEDGER NO..
(If unknown—check with Local Union)

NAME OF EMPLOYER..

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO

in Our Magazine

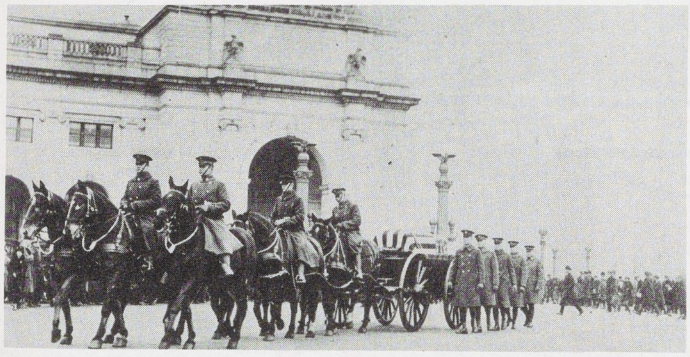


VOL. XXII *(From the January 1925 issue of the TEAMSTER)* Number 2

DEATH SHOCKS COUNTRY

Labor Mourns Samuel Gompers

The death of Samuel Gompers, which occurred on December 13, was a great shock to the men who have worked with him for many years and a great loss to the rank and file of the people of our country, for he was not only a friend of the workers, organized and unorganized, but he was also a great American citizen.



Flag-draped casket containing Gompers' body moves through streets of national capital with military honor guard.

Born in London in the White Chapel district of Dutch-Jewish parents and coming to this country over sixty years ago, his life's struggle was to uphold, maintain and advance American citizenship and American institutions.

During the war, he demonstrated in this country, as well as in England and France, his loyalty to the cause of justice in his support of our government during that crucial period; appealing to the workers of the nation to remain on the job; appealing to the workers of Europe to support their governments and to settle their grievances without suspension of operations; appealing to and strengthening the men at the front during his travels through France. No man of his age could or did render greater service to his country.

I have know him intimately for twenty-five years and have worked alongside him as a member of the Executive Council for many years, and a greater heart or more kindly individual, anxious and willing to forgive even those who misunderstood him, I never met. His greatest quality was in fighting radicalism and the doctrines of dreamers, in which fight he was successful because he was one of the men who was helpful in keeping the American Federation of Labor from foolish, impossible, hurtful entanglements.

The Labor movement and the workers in general have lost a sincere, life-long friend and worker in their cause and our country has lost one of its greatest citizens.

Business Is Cautious

New York — Far-sighted business men refuse to become excited over Wall Street's wildest gamble that has jumped stock values to record heights. Scores of industrial concerns are paying extra dividends, increased dividends, special dividends and stock dividends, and the claim is made that 1924 will be unmatched as a profit year.

On the surface, prospects are bright for a record year, but hard-headed business men issue cautious warnings that this flurry should not be considered legitimate business.

The Annalist, a recognized financial journal, voices this caution. "It might almost appear as strange," this paper says, "that any business man should be able to keep a level head and to refrain from betting heavily on a game which seems to the careful observer, though fair on the immediate surface, by no means free from dangerous counter-forces not far below the surface."

Company 'Union' Rejected; Pennsy Can't Fool Workers

Chicago—According to figures made public by the railroad labor board, telegraphers employed by the Pennsylvania railroad have rejected the company "union" by a vote of more than 12 to 1.

The telegraphers declared by an overwhelming vote that they favor the Order of Railroad Telegraphers, affiliated to the A. F. of L., as their representative in wage negotiations with the company. The vote, as announced by the labor board, was 4,258 for the bona fide union and 318 for the company "union."

The policy of the railroad management has been not to recognize the regular unions, but to encourage their handpicked "union." The vote was conducted by the labor board, and is a rebuff to General Atterbury and other officials of the anti-union corporation.

Excessive Toil Shortens Life

New York—The life expectation of industrial workers is eight years less than office workers, according to Dr. Louis I. Dublin, statistician of the Metropolitan Life Insurance Company, speaking at the industrial conference called by the New York state department of labor.

In addition to 2,000 deaths each year in this state from occupational accidents, specific diseases afflict the worker, Dr. Dublin said. Among the most virulent are tuberculosis, especially among stone cutters, sand blasters and grinders; pneumonia and the degenerative diseases caused by exposure and strain, and poisoning from lead, brass, mercury, arsenic, aniline, wood alcohol, hides and skins.

Dr. Dublin urged the establishment of a clinic under the state department of labor or other agency to study and treat cases of occupational diseases among workers, and he urged the 17,000 physicians of the state to give more attention to industrial diseases.

MOVING?
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Keep Your Union Record Current

for

√ Pension √ Health & Welfare √ Insurance √ Union Communications

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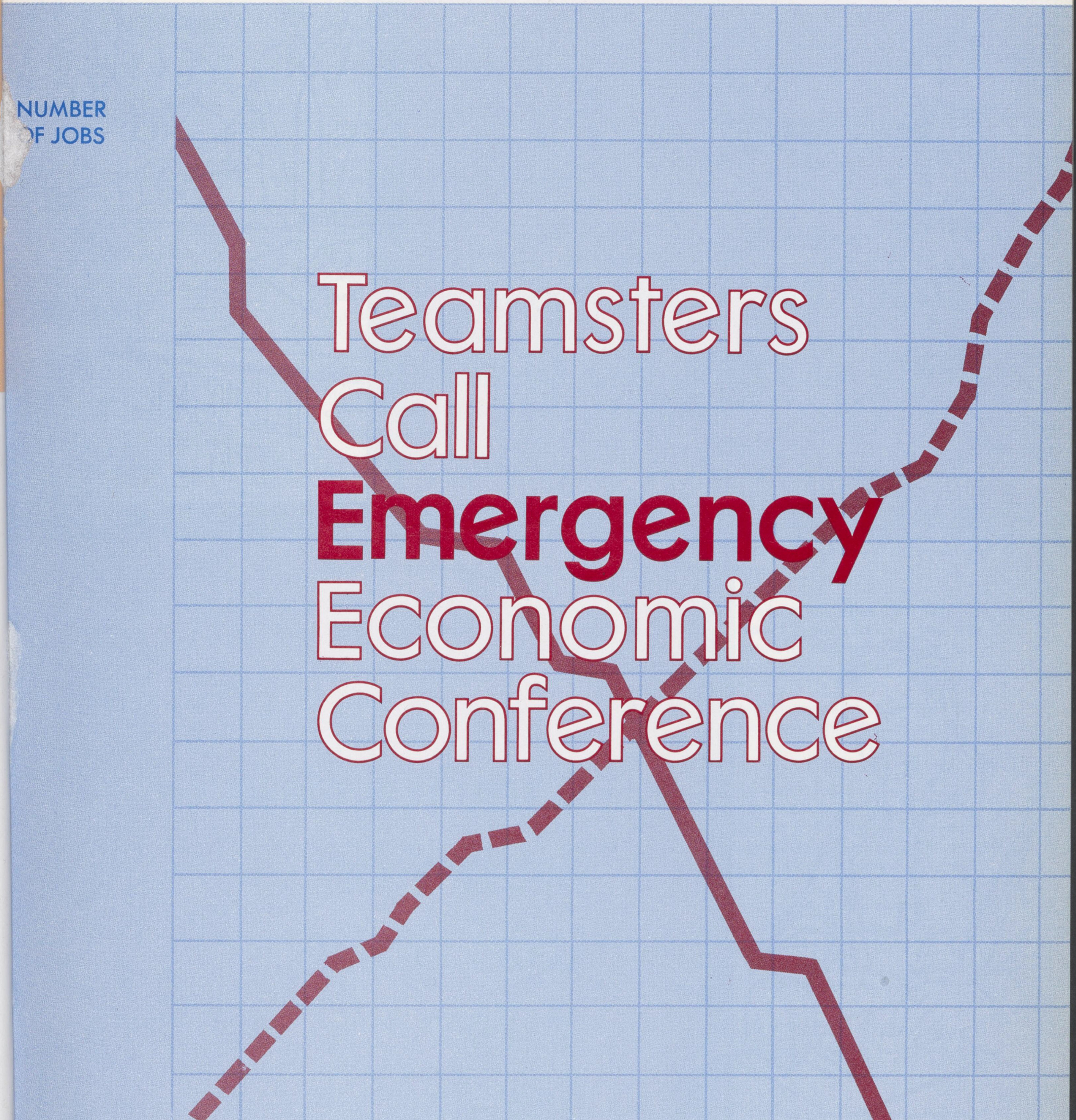
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
FEBRUARY 1975

Teamsters Call **Emergency** Economic Conference


NUMBER OF JOBS
INFLATION

Get a Withdrawal Card From Your Local Union When Leaving the Craft

When You Move Notify Your Local Union of Your New Address

LABOR NEWS IN THE HEADLINES

WASHINGTON, D.C.	Edward B. Miller, appointed to the National Labor Relations Board as chairman by President Nixon in 1970, finished his term of office recently and returned to private law practice. President Ford named John H. Fanning, a Board member, as acting chairman until a permanent head is selected.
UNDATED	American workers are a "better bargain" than foreign workers despite the higher wages they command. That's the conclusion of a survey of 70 international corporate managers. The main reason the American worker maintains an edge in productivity is general labor stability and overall performance. Also, he is better educated and better technically trained than are workers in other countries.
CHERAW, S.C.	The textile barony of J. P. Stevens & Co. Inc., never seems to learn from the errors of its anti-union policy. Stevens recently paid $50,000 to two labor organizations as settlement of a civil suit. The company was charged with bugging a motel room occupied by union organizers during an organizing drive at two Stevens plants in the Cheraw area.
CHICAGO, ILL.	Baseball contract negotiations this year are expected to see the players giving the fish eye to the old management gimmick of bonuses for signing individual contracts. Players are beginning to understand that a higher starting salary is more important in the long run.
MENASHA, WIS.	An arbiter ruled in favor of a worker who socked a company personnel manager during a company-sponsored picnic held in a public park. The company maintained the worker violated a rule that "any employee proven to be an aggressor in a fight on company property" could be fired. No, said the arbiter, giving the worker backpay and reinstatement—the misbehavior occurred on public property and involved a "host-guest" relationship.
UNDATED	Unions are suing to overturn new American Bar Association rules that ban the use of pre-picked teams of lawyers to perform prepaid legal services. The ABA favors group insurance that pays any lawyer—but unions claim that's too costly a system.
CHICAGO, ILL.	Press Associates, Inc. reported recently that a survey of union truck drivers who have poor hearing average 54 per cent fewer moving traffic violations than drivers with excellent hearing.
WASHINGTON, D.C.	Three radio-TV commentators famous for anti-union views lost their bid recently for Supreme Court review of lower court decisions that went against them. William F. Buckley, Jr., Fulton Lewis, Jr., and M. Stanton Evans all were resisting union shop dues. They protested being required to join the American Federation of Radio and Television Artists under a code to which their employers subscribed.
NEW YORK CITY	The American Arbitration Association processed 3,600 cases during 1974, according to Robert Coulson, president of the organization. The figure was a hefty increase over the 1973 arbitration schedule when 3,210 cases were handled. A decade ago, AAA arbitrators handled less than 1,200 cases for the year.
WASHINGTON, D.C.	The Bureau of Printing and Engraving in Washington, D.C., has been printing a new 10-cent commemorative stamp that will be issued in March to honor collective bargaining.
UNDATED	The federal government is being deluged with jobseekers as unemployment rises. Work inquiries at federal offices have increased 27 per cent in the past six months to nearly five million. Actual job applications totaled 1.1 million for a gain of 9 per cent over the same time a year ago.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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Proceeds of $150,000 help mentally retarded

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Has Deep Effect
On American Workers**

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**Nation's Supermarkets
May Be Scene
Of Conflict in '75**

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FROM THE FIELD

TEAMSTER DRIVERS BEFRIEND BUSBOY

A 16-year-old busboy at a truckstop in Miller, Ind., is an honorary member of Teamster Local 142 in Gary, Ind., because of some sympathetic drivers.

He is Brian Todd and weighs 100 pounds if he is carrying a tray of dishes. Young Todd works parttime at the Bonanza Truckstop and has always wanted to be an over-the-road driver.

But the youth had to undergo heart surgery a couple of years ago. His medical history, plus his slight stature, probably prohibits him from ever becoming a rugged driver of trucks. Nevertheless, he is now a Teamster.

A bunch of drivers held a ceremony at the truckstop not so long ago. They presented him with a wristwatch—a good one, pointed out his Teamster friends—so he would always be on schedule.

In addition, they gave him a driver's jacket complete with Tucker Freight Lines and Teamster Local 142 insignia. They also gave him some other gifts.

But the greatest gift for the youngster, one that made his eyes shine with happiness, was a card identifying him as an honorary member of the Teamster affiliate, giving him status on a nationwide basis wherever Teamsters gather.

GEORGE SEBESTYEN RETIRES THIS MONTH

George Sebestyen, prominent in Western Conference of Teamster affairs for many years, announced recently he would retire this month to end a career of union leadership spanning more than four decades.

The 68-year-old Sebestyen said he thought it was time to turn to leisure in Arizona. He began Teamster life as a milk driver with Local 274 in Phoenix in the early 1930's.

A noted organizer, Sebestyen became a full-time representative of the local union almost 40 years ago. Following military service in World War II, he became secretary-treasurer of his local union.

He held that job until 1961 when he became director of the WCT dairy division. He also functioned as president of Teamster Joint Council 71 for many years and was a member of the WCT policy committee.

STEWARDS' BANQUET ATTENDED BY VEEP

IBT Vice President Edward Nangle was the honored guest at the annual stewards' banquet held recently by Teamster Local 776 in Harrisburg, Pa.

Nangle presented awards to stewards who had completed a labor-management course.

Other guests included John Smith, vice president of Teamster Joint Council 53.

SAFE DRIVERS ABOUND AT ALBUQUERQUE

Glenn B. Jones, secretary-treasurer of Teamster Local 492 in Albuquerque, N.M., was pleased to report recently that about 60 members of the union—working as drivers for P.I.E. out of Albuquerque—have completed five million miles without accident.

In addition, according to Jones, members employed by Yellow Freight have completed four million miles without accident, and members working for Consolidated Freightways have completed three and a half million miles without mishap—both out of Albuquerque.

FOUR OFFICERS RETIRE IN WEST

Four officers of Teamster local unions on the West Coast have opted to retire after providing years of leadership for the membership.

They are: Lee Pugh, secretary-treasurer of Local 737 in Chino, Calif.; Joseph Wheeler, president of Local 36 in San Diego, Calif.; John Kikkert, secretary-treasurer of Local 517 in Fresno, Calif., and Harland Kelley, secretary-treasurer of Local 324 in Salem, Ore.

MEMBER ELECTED TO VFW POST

George Head, a member of Teamster Local 649 in Falconer, N.Y., recently was elected commander of the Veterans of Foreign Wars post in Warren, Pa., for the 1975 year. Head is employed by Hanson Cartage, Inc. of Jamestown, N.Y.

BOSTON MOTHER IS BLOOD DONOR

Mrs. William Smith, wife of a member of Teamster Local 25 in Boston, Mass., recently was the 16,000th donor of blood to the union's monthly blood bank program. Her husband was 16,001 on the list of donors.

Local 25 sets up the blood bank on the fourth Saturday of 11 months every year. The local union, with 12,000 members, does the job with volunteers to help administer the bank as well as members to give the blood.

VIRGINIA DRIVER GETS SAFETY AWARD

Willis J. Felton, a member of Teamster Local 822 in Norfolk, Va., received a safe-driving award recently from the American Trucking Associations, Inc. for compiling a record of more than 100,000 miles per year for 22 years without accident. Felton is employed by Preston Trucking Co. of Norfolk.

LONG-TIME MEMBER DIES IN BOSTON

Robert E. O'Leary, a member of Teamster Local 25 in Boston, Mass., since he was 20 years old, died recently at the age of 51. O'Leary was serving his fourth term as a trustee of the local union and was an organizer.

OBSERVATIONS OF THE GENERAL PRESIDENT

THROUGH THE winter months, we have seen the economic condition of this nation sink to crisis proportions. Millions of Americans have no paychecks with which to purchase the necessities of life. More than seven per cent of the work force is without a job, and the next announcement from the Labor Department on the jobless picture will be much worse.

And throughout it all, the urgency of the situation seems to have escaped our government. The human misery abounding in this nation among the poor and the unemployed is not alleviated by promises or by proposals which drag slowly and tediously through the political process. It need not be so.

We have seen the Congress of the United States put through emergency legislation in a couple of days when it involved special interest groups.

We have a vast amount of experience from wartime when this nation accomplished gargantuan tasks nearly overnight when it meant defending our country.

I say we are at war now. We are at war with our depressed economy and the conditions which brought about depression.

Yet, we seem to have no will to wage war against a depressed economy with the same determination we wage war against a foreign enemy.

I am not much on slogans. I remember the first one to come out of our present economic chaos. "WIN," it said, and stood for "Whip Inflation Now." I think that slogan should have been "NOW." And NOW stands for "No Other Way."

There is no other way than to face up to reality. There is no other way than to fight our peacetime problems in the same manner we fight wartime challenges.

Certainly there are casualties of depression as there are casualties of war. The six and one-half million jobless are casualties of stagflation, recession, inflation, or depression.

If we can build air strips in jungles in Southeast Asia to accommodate the largest bombers in the world, and build them practically overnight, then certainly with the proper sense of urgency, we could have long ago had a tax rebate in the mail to American consumers to stimulate the economy and get Americans back to work.

But, politicians will treat the situation with the proper urgency only when the voters back home get up in arms and shout that urgency from the highest mountain tops.

I think the time is here, if not long past, for the American people to raise all kinds of hell with Congress and the Administration, demanding that they face up to reality and wage war on our depressed economy. Politicians understand that kind of response, if they don't understand anything else.

There are more than two million Teamsters across this great land. And I would like to see the Congress flooded with more than two million letters in the next week.

Those letters should demand affirmative action NOW, on an emergency basis. We can no longer wait.

Frank E Fitzsimmons

Teamster General Executive Board shown in session at regular quarterly meeting, held last month in Palm Springs, California.

At Quarterly Meeting

Teamster General Executive Board Calls Emergency Economic Conference

UPON THE recommendation of Teamster General President Frank E. Fitzsimmons, the general executive board of the union has called an Emergency Economic Conference of Teamster Representatives to be held in Washington, D.C., February 12th and 13th.

The action came at the quarterly meeting of the Teamster general executive board held the third week in January in Palm Springs, California.

The depressed national economy was the theme for discussions at the general executive board meeting.

Fitzsimmons led the discussions which dealt with jobs for unemployed Americans, adequate purchasing power for employed workers, and tax reforms to get the economy moving again.

"Putting Americans back to work at meaningful work directed at pressing national priorities is the number one national need," Fitzsimmons told the 15 area vice presidents on the general executive board.

General Secretary-Treasurer Murray W. Miller reemphasized the Teamsters position which he presented last year at the economic summit—that there must be price rollbacks where prices and profits have been excessive to re-establish a balance between purchasing power and prices in the market place.

The Teamster economic position will be crystallized at the Emergency Economic Conference the second week in February.

Representatives of all Teamster local unions are being invited to attend the conference.

A tentative format for that meeting calls for a presentation of economic approaches from spokesmen from both the White House and the Congress.

Fitzsimmons will deliver a major address which sets forth the Teamster position on dealing with the depressed economy.

An important part of the Conference will be an open floor discussion of the economy by delegates.

It is expected that several resolutions on such questions as tax reform, energy, public service jobs, lower interest rates, a national health care plan, and on other pressing issues will come out of the Conference.

Fitzsimmons told the board members that the most important work of the union in the months ahead is to "protect the interests of both the employed and jobless workers, to speak out for the poor and the elderly," and to "speak out in decision-making forums on behalf of American working men and women."

In other action, the board members:

—Firmly set the 2nd week of June, 1976, as the date for the International Union convention which will be held in Las Vegas, Nevada.

—Adopted the concept of moving toward a national agreement with United Parcel Service.

—Approved a tentative timetable for negotiating a renewal of the National Master Freight Agreement which expires March 31, 1976. The tentative schedule calls for the first negotiating sessions with employers the first week in December, 1975.

—Adopted a resolution to form a Kraftco Council within the Central Conference of Teamsters for the purpose of coordinating collective bargaining with that company.

—Adopted a resolution regarding the transportation of hazardous material by air.

Board members heard departmental reports from the Government Relations Department, the Legal Department, the Legislative Department, and the Safety and Health Department.

$5,744 Backpay

Harry Harris (left) receives a $5,744 check for backpay from Carl E. Gibbs, president of Teamster Local 618 in St. Louis, Mo., representing the result of an arbitration case won at the Chase-Park Plaza Hotel Garage. The award also reinstated Harris with full seniority and no loss of benefits.

Cuts Announced by Detroit

Who Says It Doesn't Pay To Belong to a Union!

White collar workers at American Motors Corporation received an unwelcome New Year's greeting last month—a letter from the front office. The subject matter wasn't anything to cheer about, either.

AMC's personnel department notified more than 7,000 workers, most of the white collar force, that they would not be receiving merit increases, increased cost of living allowances, or dental care expenses in 1975 as originally scheduled.

AMC said salaried workers would continue receiving cost-of-living allowances, but at the November 30, 1974 rate.

Benefit Factor

The anticipated benefits would have brought these workers up to par with hourly paid production workers at AMC, who received identical benefits after a strike last fall. Their benefits have not been cut.

The penalized workers, ranging up to top executive ranks, are, of course, NON-UNION.

An AMC spokesman blamed "the sales position of the company and the changing condition of the country's economy" for the moves, saying the company hoped to forestall further layoffs by the measures. He noted that 13,000 of the firm's workers had been laid off already.

Other Announcements

AMC's measures, however, were not as drastic as those announced in December by Chrysler Corp. There, the cost-of-living allowance was totally eliminated for about 18,000 non-union white collar workers after a final December boost.

Elsewhere, both Ford and General Motors announced that currently they had no plans to end cost-of-living allowances for their white collar workers.

GM, Ford and Chrysler have either laid off or plan to lay off nearly 300,000 workers in the first three months of 1975, more than 40 per cent of the industry's work force. The economy measures are due to inflation and depressed industry conditions resulting from slack buyer interest.

Teamsters Pace NLRB Balloting Last August

Statistics just released by the National Labor Relations Board show that Teamsters Union affiliates continued their habit of pacing organized labor in representation election activity and success last August.

Teamster organizations took part in 213 of the total of 648 single-union elections—or nearly 33 per cent—and won 93 of the 280 victories won by all unions in single-union voting, for a mark of more than 33 per cent.

Of the 10,442 employees eligible to vote in the units won by all unions in the single-union balloting, some 1,803 workers—or more than 17 per cent—selected Teamster representation.

$42,000 Won In Backpay For Members

Teamster Local 436 of Cleveland, O., recently won a total of $42,000 backpay for members in two arbitration cases both of which involved safety at salt companies.

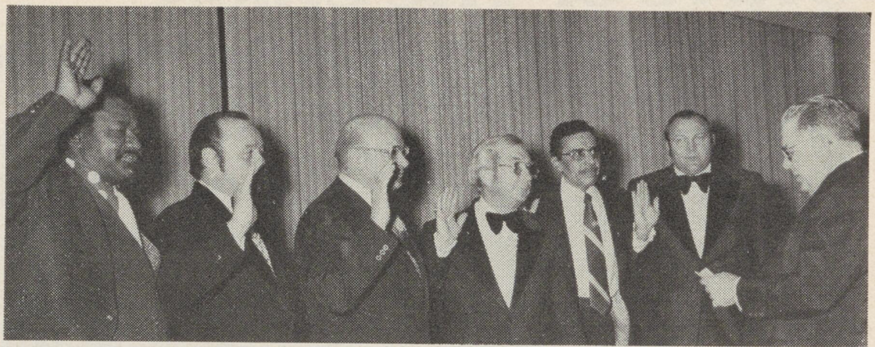
Sam Busacca, Local 436 administrator, said two stewards at the Morton Salt Co., in Fairport Harbor received backpay of $12,000 and reinstatement when the arbiter ruled they did not violate the scope of their stewardship in connection with a federal safety law which could not be fully interpreted.

A similar case was won by the local union at the International Salt Co., on Wiskey Island. Full seniority and backpay amounting to $30,000 was awarded several members involved in that mine safety dispute.

● In Nebraska

Truck drivers employed by Central Nebraska Packing Co., a meat packing plant in North Platte, Neb, voted overwhelmingly for representation by Teamster Local 554 of Omaha, Neb., in a recent National Labor Relations Board election, according to Jerry Younger, recording secretary of the local union.

Installation



General President Frank E. Fitzsimmons installed the officers of Teamster Local 337 in Detroit, Mich., recently at the union's annual stewards party. Shown taking the oath are (left to right): Duey Kingsley and Robert F. Holmes, trustees; Morris Coleman, recording secretary; IBT Vice President Robert Holmes, president; William Johnson, trustee, and Lawrence Brennan, vice president.

Teamster Gain

Organizers Score Two Wins At Overnite Transportation

TEAMSTER organizers chomped two big holes in the anti-union facade of Overnite Transportation Co., in recent weeks.

They won sizeable representation elections at Overnite installations in Baltimore, Md., and Knoxville, Tenn. Overnite has long been one of the largest non-union carriers in the nation.

Teamster Local 557 of Baltimore picked up the Maryland victory. Joseph Zappacosta, organizer, said 105 city drivers and dockmen were eligible to ballot. The count was 49 to 27 in the National Labor Relations Board election.

Teamster Local 519 of Knoxville won the Tennessee election conducted by the NLRB. George Clapp, secretary-treasurer of the union, said 57 road drivers, pickup and delivery drivers, platform men, mechanics and related workers were eligible to vote. The ballot was unanimous in favor of the Teamsters.

The election campaign was not without its problems at Overnite's layout in Baltimore.

Zappacosta said six of the men were fired by the company, but NLRB determination of the unfair labor practice resulted in putting the men back to work with $16,031 in backpay.

Arthur Woodford, secretary-treasurer of Local 557, negotiated the contract almost immediately.

$4,076 Backpay

Douglas R. Wood (right), a member of Teamster Local 651 in Lexington, Ky., receives a $4,076 backpay check from Ken Silvers, president of the local union. The award came on arbitration of Wood's discharge by Wabco-Fluid Power Division of American Standard, Inc.

Jersey Local Gains Big Unit In Ballot

A large bargaining unit was gained by Teamster Local 177 of Irvington, N.J., in a recent National Labor Relations Board representation election at the National Beryllia Corp., in Haskell, N.J.

Primo Benale, Local 177 organizer, said 135 workers were eligible to ballot in the election. The vote was 72 to 42 in favor of the union.

Included in the bargaining unit are assemblers, inspectors and furnace operators.

The company manufactures beryllia for electronic components.

STATE OF THE UNION

Stewards and officers of Teamster Local 215 are shown at the signing of an agreement covering public employees in Evansville, Ind. At far right (seated) is Charles Whobrey, Local 215 business agent, next to him is Clifford Arden, president of the local union, and next to Arden is Russell Lloyd, mayor of Evansville.

In Indiana

Public Employees Win Gains With New Teamster Contract

MEMBERS of Teamster Local 215 won large gains in a new 3-year agreement negotiated recently for public employees of 14 departments maintained by the city of Evansville, Ind.

Clifford K. Arden, Local 215 president, said the historic contract was ratified overwhelmingly by the membership.

A hefty, across-the-board wage increase highlighted the first two years of the pact which included an economic reopener the third year. Also gained was a cost-of-living clause.

Other benefits included a maximum 4-week vacation schedule, a fully paid health and welfare plan, and a $4,000 life insurance policy to be increased to $7,500 the second year.

In addition, the city agreed to provide uniforms for each employee starting this year.

Arden said workers in the following departments are covered by the contract: Central garage, community center, dog pound, highway department, levee authority, maintenance department, park department, parking meter department, municipal stadium, sewage treatment department, sewer maintenance department, traffic engineering, the waterworks and the zoo.

● Ohio Gain

Teamster Local 413 of Columbus, O., gained new members in two units recently—one by consent of the employer and one by a National Labor Relations Board election.

David Mango and Bill Canboni, Local 413 organizers, said a majority of 12 warehousemen and drivers employed by Georgia Pacific Corp., voted for the union in a Board ballot. K&B Marketing consented to the union's representation of 14 warehousemen.

Arkansas Man Sends Letter To Fitzsimmons

Dear Bro. Fitzsimmons:

I retired after 22 years' membership in Teamster Local 878 of Little Rock, Ark., and wish to thank all the officers and fellow members of Local 878, my employer and fellow employees of Superior Forwarding Co.

Also, I want to thank everyone at the International Brotherhood of Teamsters for the pension and benefits. I'm a proud member of the Teamsters.

Fraternally,
Rudolph Setlimio,
No. Little Rock, Ark.

Fitzsimmons Helps Advise On Economy

SIXTEEN labor and management leaders recently gave President Ford their ideas on countering the nation's economic and energy problems. High on the list was a proposal for a $20 billion federal tax cut, including as much as a $445 a person income tax slash.

The President received the report from the Presidential Advisory Committee one week before his televised speech to the nation and his January 15 State of the Union message to Congress.

Teamster General President Frank E. Fitzsimmons is a member of the select advisory committee, comprised of leaders from labor and management.

On economic issues, the group told the President that "it is essential promptly to increase the purchasing power of low and middle income people in order to increase consumption and at the same time to stimulate business to invest and create more jobs.

"To achieve these two purposes, the Committee unanimously recommends: (1) A reduction in individual income taxes effective January 1, 1975 to create increased purchasing power estimated to be approximately $15 billion a year through a $70 tax credit per exemption and five per cent reduction in tax after the exemption credit with a maximum total tax reduction of $375 per return and (2) an increase in the investment tax credit rate to 12 per cent across the board on domestic investment aggregating approximately $5 billion a year."

In the energy area, the group urged the President to:

- Give more time to reaching restrictions on energy production and use in order to reduce fuel consumption and expand energy output, calling it "a matter of timetable, not of basic objectives,"
- Move to increase domestic oil and natural gas supplies and expand the supply and use of coal and nuclear power,
- Aid utilities in increasing energy production by helping them get needed capital,
- Initiate prompt and "significant" reductions of oil imports, and
- "Accelerate" development and building of mass transit systems.

Ford Picks Fitzsimmons For Commission

Teamster General President Frank E. Fitzsimmons was one of five labor leaders named by President Ford to the newly chartered National Commission on Productivity and Work Quality.

The commission was chartered in June, 1974. It will advise the Congress and the President "with respect to government policy affecting productivity and quality of work." It also will make annual reports to Congress and the President.

Dr. John T. Dunlop, coordinator of the President's Labor-Management Advisory Committee, was named chairman of the 24-member commission.

Serving with Fitzsimmons on the commission will be: I. W. Abel of the United Steelworkers; C. L. Dennis of the Railway Clerks; John H. Lyons of the Ironworkers, and William H. McClennan of the AFL-CIO Public Employees Department.

● Pipe & Supply

Employees working at three store locations operated by Riverside Pipe & Supply Co., voted for representation by Teamster Local 379 of Boston, Mass., in a recent ballot conducted by the National Labor Relations Board.

Paul V. Walsh, Local 379 organizer, said 54 drivers, warehousemen, countermen and utility employees were eligible to vote in units at: Riverside Pipe & Supply Co., Medford, Mass.; Mattapan Pipe & Supply Co., Mattapan, Mass., and Portland Pipe & Supply Co., Roxbury, Mass.

● Dye Plant

A majority of 18 dye processors, dryers and drivers employed by F&A Textile Processing Corp., a dye processing plant in Brooklyn, N.Y., voted for representation by Teamster Local 966 in a recent National Labor Relations Board election, according to Glenn C. McCarthy, trustee of the local union.

Taking part in a labor-management communications program were (left to right): Jerome T. Barrett of the Federal Mediation and Conciliation Service; Donald Tilkens, secretary-treasurer of Teamster Local 75; Ron Leszczynski of Krueger Metal Products; Thomas Ducy, general vice president of the Machinists Union; Jack Winter of Clairmont Transfer Co., and Roger Wallace, Central Conference of Teamsters representative.

Teamsters Involved

Labor-Management Program Considers Communications

TEAMSTER Local 75 of Green Bay, Wis., played a prominent role recently in a day-long seminar with the theme of "Effective Communications Between Labor and Management."

Donald Tilkens, secretary-treasurer of Local 75 and labor co-chairman of the Green Bay Area Labor-Management Council, said more than 160 representatives from unions, companies, and a few government officials were on hand for the meeting. The council sponsored the conference with the aid of the Federal Mediation and Conciliation Service.

Tilkens said more than 11 hours of talks and discussion completed the agenda and received a favorable response from the delegates who work within a 50-mile radius of Green Bay.

He said plans now are to conduct the program on an annual basis.

Great Things Anticipated For Collective Bargaining

W. J. Usery, Jr., head of the Federal Mediation and Conciliation Service, said recently he expects collective bargaining to act as a steadying force this year during the nation's critical economic time.

While stagflation certainly will pose new problems for both workers and their employers in the year ahead, said Usery, both must work together if labor peace is to be achieved.

In appealing for vigorous labor-management cooperation, Usery pointed to a number of examples where workers have been willing to share jobs so as to avoid layoffs for co-workers.

Usery said the recession has given a new dimension to the needs of workers who will need and demand stronger job protections, better guarantees against unfair or capricious layoffs, better severance, etc.—"in sum, a greater vested right in a job that has been held for a reasonable time, and a much bigger cushion if, through no fault of their own, they lose it."

At the same time, Usery said, management will need improved productivity and a stronger control of costs.

Said Usery: "I remain convinced that our free collective bargaining system will provide the answer by helping both labor and management reach agreements that will meet not only their own needs, but the other person's too. . . .It can serve as a model for the nation."

In North Carolina

Governor Names Teamster To Economic Council Post

THE governor of North Carolina recently appointed B. D. Blevins, secretary-treasurer of Teamster Local 391 in Greensboro, N.C., as a member of the 11-seat State Community and Economic Development Council.

Blevins, the only labor member on the council, will serve a 4-year term expiring at the end of June in 1978. His appointment was made by Gov. Jim Holshouser.

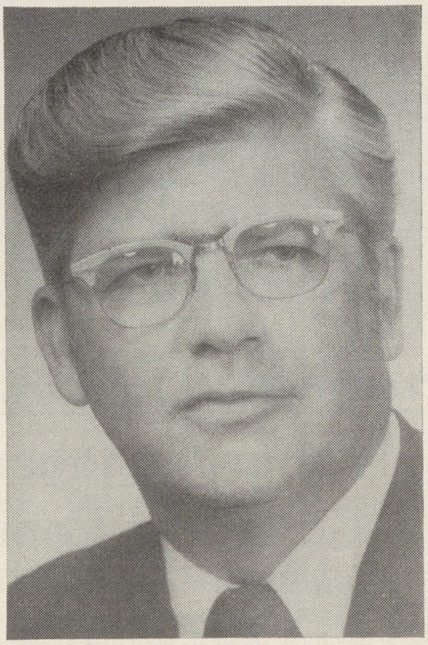
The council was created by the North Carolina general assembly during the 1974 session and is charged with advising the state's Secretary of Natural and Economic Resources about economic issues.

Council Objective

The objective of the council is to bring better-paying industry and jobs to the people of North Carolina so as to increase the per capita income of the residents.

North Carolina's per capita average income for the year of 1973 was $4,120 for more than 1.4 million blue collar workers and nearly 1 million white collar workers.

North Carolina is a so-called "right-to-work" state which prohibits union shop contracts.



B. D. Blevins

Firings

Teamsters Win Decision At Ohio Trucking Firm

TEAMSTER Local 413 of Columbus, O., won the decision recently when the National Labor Relations Board ruled against Circle Transport of Circleville, O.

The Board adopted the findings of the administrative law judge who decided that two workers—Larry Riffle and Leonard Sines—were unlawfully discharged and later denied reinstatement because of their activities on behalf of Local 413.

The company's defense involved trying to assert that it was two separate and independent corporations—the other being K&W Trucking, Inc.—and thereby hoping to make it possible to sidestep the unfair labor practice charge.

However, the Board agreed with the judge that for purposes of considering the case in terms of the law and NLRB rules and regulations, K&W and Circle Transport were one and the same.

Unbelievably, company officials also claimed they were unaware of union activity on the part of the two dischargees. The judge determined that evidence showed the contrary to be true.

Circle Transport was ordered by the Board to cease the illegal conduct, and to order Riffle and Sines' reinstatement with backpay for lost earnings.

● Directory

The Department of Labor's union directory lists a total of 212 organizations—175 classified as unions and 37 as professional and state employee associations.

West Virginia Local Wins Firing Case

Edward M. Rude Carrier Corp., of Clarksburg, W. Va., lost the decision in a case recently in which the National Labor Relations Board ruled in favor of Teamster Local 789 of Fairmont, W. Va.

The Board, affirming the findings of an administrative law judge, said the company violated the law by refusing to bargain with the Teamster local union as representative of city truck drivers employed at the company's Bridgeport terminal. Another violation included the discharge of Grant Bennett in an effort to avoid bargaining with the union.

Arbitrary Decision

It was found that the firm decided to stop hauling certain products six days after certification of the union, and Bennett was fired two days later. The discharge reduced the bargaining unit to one man.

The administrative law judge decided that the employer's conduct was designed to conceal the real motive of evading an obligation to bargain with the union.

The company was ordered by the Board to cease the unfair labor practices, offer Bennett reinstatement and backpay, and bargain in good faith.

$5,268 Backpay

Everett Shelton (left), a member of Teamster Local 22 in Collinsville, Va., receives a backpay check of $5,268 from Joseph L. Webb, secretary-treasurer of the Union. The award was made after arbitration following Shelton's discharge by the Warren Trucking Co., of Martinsville, Va. The company refused, at first, to abide by the arbitrator's ruling until Local 22 filed unfair labor practice charges with the National Labor Relations Board.

Commended

David Figueroa, a member of Teamster Local 803 in New York City who is employed as a security guard for the American Banknote Co., received a civilian commendation from the NYC Police Department recently. Figueroa came to the aid of a man who was being threatened by two would-be robbers. The Teamster was force to unholster his revolver and fire into the air when the attackers turned on him. The men fled.

Teamsters KO 'Bad Conduct' Employer

The National Labor Relations Board agreed with the findings of the administrative law judge and recently ruled that Switchcraft, Inc., of Chicago, Ill., had committed unlawful conduct during an organizing campaign by Teamster Local 743.

The bad conduct included supervisory threats, the impression of surveillance, and improvements in holiday pay and benefits granted to discourage the Teamster organizing campaign.

Switchcraft was ordered by the Board to cease the unlawful conduct.

● Ohio Victory

Leather workers employed by Orrville Leather, Inc., of Orrville, O., voted overwhelmingly for representation by Teamster Local 510 in a recent National Labor Relations Board ballot, according to Joseph Stauffer, secretary-treasurer of the local union.

● Casket Firm

Teamster Local 743 of Chicago, Ill., recently won recognition as representative of 22 workers employed by the Continental Casket Co., in Chicago, according to Donald Peters, president of the local union.

Teamster Victory

Union Initiation Waiver Key Hinge in Decision

WAIVER of union initiation fees was the core of a case recently in which the National Labor Relations Board ruled in favor of Teamster Local 193 of Indianapolis, Ind.

The Board affirmed the administrative law judge who ruled that J. C. Penney Co., Inc., unlawfully refused to bargain with the Teamster local union as representative of all full-time and regular part-time stock handlers, receivers, custodians, cutters, unit heads and plant clerical employees.

"The factual question presented," said the Board, "was whether the union's waiver of initiation fees was limited to employees who joined the union or signed authorization cards prior to the Board election as to constitute interference with the election under the recent Supreme Court ruling in *Savier Mfg. Co. . . .*"

Precedent Cited

In the *Savier* case, the Supreme Court specifically indicated that a union could preserve its legitimate interest by the waiver of initiation fees across-the-board to all employees regardless of whether they signed up with the union before or after the election.

In the Teamster charge against J. C. Penney, the administrative law judge ruled that the union's waiver of initiation fees conformed with the Supreme Court's test.

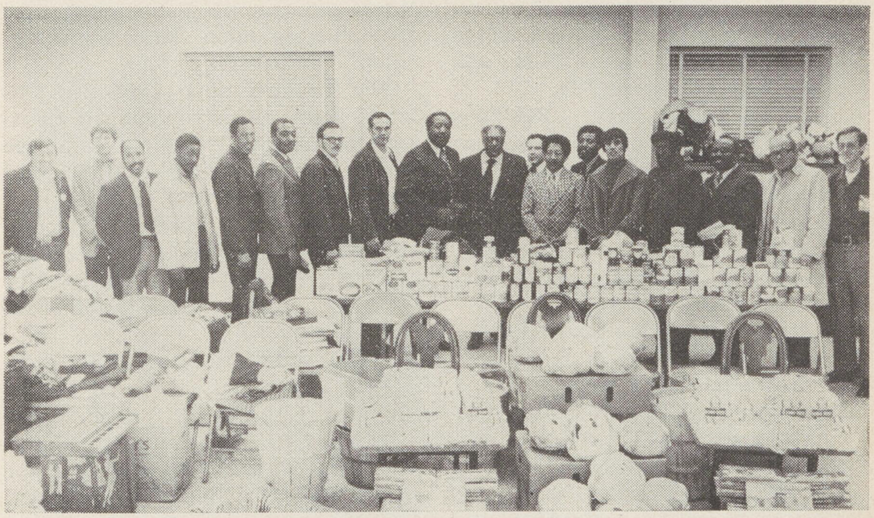
Thus, the waiver was not conditioned upon support of the union in the Board election. Accordingly, the company was found guilty of the bargaining violation.

J. C. Penney was ordered by the Board to cease the illegal conduct and to bargain with Teamster Local 193 upon request.

● In Alabama

City drivers, dockmen and shop workers employed by Georgia Highway Express in Birmingham, Ala., voted by a margin of 3-to-1 recently in favor of representation by Teamster Local 612, according to Don L. West, vice president of the local union. All 28 employees eligible to vote in the National Labor Relations Board election did so.

Santa's Helpers



Shop stewards and members of Teamster Local 822 in Norfolk, Va., collected and distributed food and clothing for the needy last Christmas under the leadership of Otis Landis and Ernest Hines, secretary-treasurer and president respectively. Shown (left to right) are: Monte Everette, James Curtin, Clinton Williams, Johnnie Arrington, Alvin Black, Rocelious Wilson, James Ballard, Marshall Hart, Ernest Hines, Charles Owens, Earl Moran, Clifton Brown, Floyd Winborne, Joe Estrada, Willie Williams, Sampson Morris, Louis A. Simmons and Charles Evans.

STATE OF THE UNION

Coleman Retiring

Teamster General President Frank E. Fitzsimmons (center) was on hand when IBT Vice President Robert Holmes (right), president of Teamster Local 337 in Detroit, Mich., announced that Morrie Coleman (left), the local union's recording secretary, was retiring voluntarily after 33 years' leadership in the union. Coleman was in the forefront of organizing the soft drink industry in Detroit.

Shenanigans

Teamsters Win Board Ruling Over Company, Shoeworkers

TEAMSTER Local 633 of Manchester, N.H., came out victorious recently in a case opposing the Laconia Shoe Co., Inc., of Laconia, N.H., and the Shoeworkers Union.

The National Labor Relations Board upheld the administrative law judge's findings that the company and Shoeworkers violated the law in connection with the company's recognition of the Shoeworkers as bargaining representative of shipping and receiving department employees.

It was decided by the Board that the shipping and receiving workers were not an accretion to a production and maintenance unit already represented by the Shoeworkers. The ruling upheld the administrative law judge.

In addition, the judge concluded, the Shoeworkers did not represent a majority of shipping and receiving employees at the time recognition was granted.

Using the two points for finding the unfair labor practices, the judge saw no need to consider whether the employer granted recognition at a time of conflicting union claims for recognition.

The Laconia Shoe Co., also was found guilty of discriminatorily refusing to reinstate striking employee Dana Colby who had been transferred from the shipping and receiving unit and was working in the production and maintenance unit at the time and thus covered by the no-strike clause of the employer's contract with the Shoeworkers.

Both Laconia Shoe and the Shoeworkers Union were ordered by the Board to cease the illegal conduct and to jointly and severally reimburse shipping and receiving workers for any fees and dues unlawfully exacted.

The company also was ordered to withdraw all recognition from the Shoeworkers as representative of shipping and receiving employees and to offer reinstatement and backpay to Colby.

Bargaining Ruling Won By Idaho Local

Teamster Local 983 of Pocatello, Idaho, recently won an unfair labor practice decision over Idaho Fresh Pak-Inc., of Lewisville, Idaho.

The National Labor Relations Board ruled that the firm committed bargaining violations by unilaterally instituting changes in working conditions and by refusing to meet with Teamster representatives so as to negotiate a contract to cover production, packing and maintenance workers at the company's vegetable processing plant.

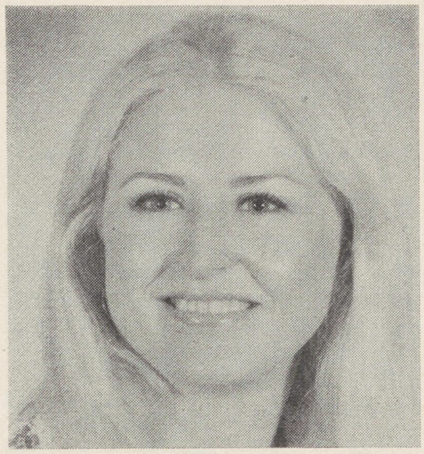
The Board decision upheld the findings of the administrative law judge.

Idaho Fresh Pak-Inc., was ordered by the Board to cease the unlawful conduct, to bargain with the union upon request, to reimburse employees for losses they may have suffered by reason of the unilateral changes, and to rescind the unilateral changes.

● Clerical Win

Office employees working at Morris Paper Co., in Johnstown, Pa., voted for representation by Teamster Local 110 in a recent National Labor Relations Board election, according to Jack Adams, president of the local union.

New Officer



Ramona Staton is the new secretary-treasurer of Teamster Local 878 in Little Rock, Ark., succeeding George Shackleford who held the post many years and recently announced his retirement. Mrs. Staton, who has served Local 878 for the past nine years as a bookkeeper, is married and the mother of a daughter.

'75 Negotiations Expected Light By Government

LABOR Department officials foresee a light collective bargaining schedule during 1975 with about half as many workers under contracts that are expiring compared with reopening provisions in 1974.

A preliminary estimate by the Bureau of Labor Statistics has come up with a figure of 2.5 million workers under major contracts in the private non-farm sector that either expire in 1975 or contain 1975 wage reopening provisions.

The total compared with 5.2 million workers covered by contracts that expired or reopened during 1974.

Key industries in which bargaining will take place include construction, retail trade, apparel, gas and electric utilities, transportation services (primarily maritime and airlines), petroleum, food, and lumber.

In addition to workers covered by new contracts or reopeners, 6.7 million workers will get *deferred wage increases,* that is, those negotiated in earlier years and slated to become effective in 1975, under major contracts (those covering 1,000 employees or more). The increases will average 5.1 per cent, or 30.4 cents per hour.

Deferred increases in 1974 covered an estimated 4.8 million workers and averaged 5.0 per cent, or 25.3 cents per hour. In manufacturing, the average 1975 increase for 3.5 million workers will be 4.4 per cent, or 22.2 cents, while in the nonmanufacturing sector the average deferred increase, covering 3.2 million workers, will amount to 5.9 per cent, or 39.5 cents.

Deferred wage-benefit package increases for 4.1 million workers in bargaining units covering 5,000 workers or more are scheduled to average 5.7 per cent. The comparable 1974 figure was 6.2 per cent.

In the non-manufacturing sector, deferred increases will be most prevalent in the contract construction, communications, transportation, and wholesale and retail trade industries.

Overall, major collective bargaining agreements in the private nonfarm economy cover some 10.2 million workers. Of these, approximately 5.1 million are now covered by escalator clauses.

In the Future

Supreme Court Rulings Affect Labor, Antitrust

TWO recent Supreme Court decisions are expected to divert more labor and antitrust cases into state courts rather than federal courts in the future.

The decisions reflected the growing concern of the highest court in the land regarding the mounting case loads in federal courts.

In effect, the two rulings narrowed the kinds of activity that can, or must, be challenged in federal courts under the interstate commerce provisions of federal antitrust and labor laws.

The case involving labor dealt specifically with provisions of the Clayton Antitrust Act and the Robinson-Patman Act. A steamship association brought suit against maritime unions for picketing a foreign-flag ship. They were protesting substandard wages paid the crewmen.

In the presentation to the Supreme Court, the unions argued that the association could have charged them with unfair labor practices under the National Labor Relations Act. The unions also contended the state court did not have jurisdiction to issue an injunction against the picketing.

The high court's 5-to-4 decision upheld the state court jurisdiction, noting that neither the foreign crewmen nor the shippers were "engaged in or affecting commerce" in the particular dispute as defined by federal labor law.

Therefore, said the court, the company members of the steamship association did not have the federal remedy asserted by the unions. Dissenting justices, however, said the dispute clearly affected commerce within the meaning of the federal labor statutes.

In the antitrust case, the Supreme Court held that a commodity made and sold mainly in one state does not qualify as "commerce" under federal antitrust laws just because it is used on some interstate highways. In this instance, the nub of the case was asphaltic concrete.

The court, in its 7-2 ruling, said Congress did not intend to "expand the concept of the flow of commerce by incorporating categories of activities that are perceptibly connected to its instrumentalities."

Negotiators

TRUCK SERVICE

Members of Teamster Local 376 of Detroit, Mich., committee which negotiated a first agreement recently with Jerry Bielfield Ford Dealer on behalf of 60 employees doing heavy diesel truck repair service are (left to right): Eddie Petroff, Local 376 secretary-treasurer, and committeemen Joe Kulisz, Clyde Bish and Dave Glazier.

Toll Road Agreement

Teamster Local 726 of Chicago, Ill., recently negotiated a first contract covering 300 highway maintenance workers employed by the Illinois Toll Road. Shown at the signing of the agreement were (left to right): Seated—Patricia Oakley, assistant to the road administrator; David D. Sark, Local 726 secretary-treasurer; Richard Blakeley, executive administrator and secretary of the Illinois State Toll Highway Authority; Standing—Joseph Germano, Authority board member; Martin Binder, chairman of the Authority board; Edward F. Moore, Authority board member, and David O. Sark, Local 726 trustee.

$1,270 Backpay

Paul O. Kennedy (right) receives a $1,270 backpay check from Harrison Lushbaugh, president of Teamster Local 992 in Hagerstown, Md., following resolution of an unfair labor practice charge filed against Nibble with Gibble's Inc. Kennedy was fired by the company during an organizing campaign at the firm. Kennedy declined to accept reinstatement to his job. Nibble with Gibble's, Inc., of Chambersburg, Pa., manufactures and distributes potato chips, candy and snacks.

Safe Driver

Melvin W. Crytzer, a long-time member of Teamster Local 538 in Kittanning, Pa., and a driver 32 years for Bell Transit Co., retired from the road recently. His career log showed more than 1.5 million miles without accident. He won several driver awards from Pennsylvania motor carriers.

● In Wisconsin

Mechanics and partsmen employed by Ruan Leasing Co., a truck leasing firm in McFarland, Wis., voted overwhelmingly for representation by Teamster Local 695 of Madison, Wis., in a recent National Labor Relations Board election, according to Robert Rutland, Local 695 business representative.

Carolina Retiree Pens Note

Dear Bro. Fitzsimmons:

I am a member of Teamster Local 28 in Taylors, S.C., and have just retired from Ryder Truck Lines of Greenville, S.C.

I want to express my gratitude to the International Union as well as my local union for making the Central States Pension Fund a part of our bargaining agreement many years ago—making it possible for me to retire now and look forward to many years of enjoyment with an income to help make this possible.

Again, thank you.

Fraternally yours,
Harold M. Batson,
Greenville, S.C.

Big Business Sees Recession Into Late '75

A forum of top economists sponsored by The Conference Board—a business research organization—predicted recently that the nation's economy will remain in a recession at least until the third quarter of 1975.

The same forum also predicted that the nation's gross National Product will reach slightly more than $1.5 trillion for all of 1975—an increase of nearly 8 per cent over last year. However, after subtracting the ravages of inflation, the group expects the 1975 GNP to actually decline by about seven-tenths of one per cent. The 1974 GNP dropped by nearly 2 per cent from the previous year.

Forum members warned that hourly wage costs would rise about 10 per cent in 1975, and simultaneously predicted "tense" labor negotiations frought with disputes and strikes.

The forum also expressed fears about consumer pessimism which they expect will slice consumer spending in 1975 to a small gain of 8 per cent.

Farm Labor Bill Gets Opposition

Anti-unionists are mounting an attack on proposed legislation to bring farm workers under the protection of the Taft-Hartley Act's National Labor Relations Board.

An organization known as the "Farm Labor Research Committee" (FLRC) has been spearheading the fight to prevent farm workers from enjoying the rights of industrial workers under the law of the land.

W.B. Camp, chairman of the FLRC, claims that enactment of such legislation would give union officials "control over American food production."

Less publicized by Mr. Camp is the fact that he is a California grower and has every reason in the non-union world to withhold collective bargaining from farm workers.

Teamster Ray Lubresky (right) strains all his muscles to win an arm wrestling championship in competition recently at Zelienople, Pa., where the North American champ served as referee.

In Pennsylvania

Truck Driver Wins Trophy In Arm Wrestling Contest

TEAMSTER Ray Lubresky, a member of Teamster Local 538 in Kittanning, Pa., recently won himself a championship trophy in an arm wrestling contest held near Zelienople, Pa.

Gary Kingerski, 1974 North American arm wrestling king, served as referee for the event that was divided into weight classes.

Lubresky, a driver for Burrell Construction in New Kensington, Pa., went through his opponents in the double-elimination matchings without suffering a loss. He competed in the 201-243 lb. weight class.

Two other members of Local 538, Mike Healy and Rich Hill—both employed by Breman's Express Co.—also competed in the wrestling. While they did very well in their division, they were not quite able to get a first-place trophy.

"If by chance you ever have a friendly arm wrestling contest underway," said Burton Bloom, president of Local 538, "and one of these three gentlemen walk in—nonchalantly smile, say 'hello,' then ignore them. They know something about what is happening."

Health Hazard Fight

Federal Agencies in Face-Off Over Industrial Noise Limit

TWO federal agencies have locked horns over the question of limiting noise in industry so there will be less health hazard for workers.

The Environmental Protection Agency (EPA) is fighting a proposal by the Department of Labor to limit industrial noise to 90 decibels for an 8-hour day.

EPA claims the 90-decibel level presents an unnecessary hazard to the hearing of millions of workers.

Instead, EPA has recommended an 85-decibel ceiling effective in three years with a goal of further reductions to be made at a later date.

EPA's ultimate goal is a 75-decibel level for an 8-hour day as the most desirable for protection of hearing with an adequate margin of safety.

Currently available control technology does not make the 75-decibel mark feasible at present.

While the difference between 85 decibels and 90 decibels may not seem great, it should be remembered that there is more than twice the sound energy in a noise level of the higher decibel count.

FITZSIMMONS ISLAND
FRANK E. FITZSIMMONS RECREATIONAL COMPLEX
DEDICATED TO THE CHILDREN OF LITTLE CITY
1974

During a recent Little City visit, William Joyce (left), Secretary-Treasurer of Teamsters' Local 710, Chicago, gives International President Frank Fitzsimmons a guided tour of Fitzsimmons Island, the recreational facility named in his honor.

Fitz Golf Tourney Nets Little City $150,000

The mentally retarded children living at Little City, Palatine, Illinois, were the real winners of the Annual Frank Fitzsimmons Invitational Golf Tournament held recently at La Costa Country Club in California. They were all smiles as the proceeds from the benefit tournament, $150,000, were turned over to the facility.

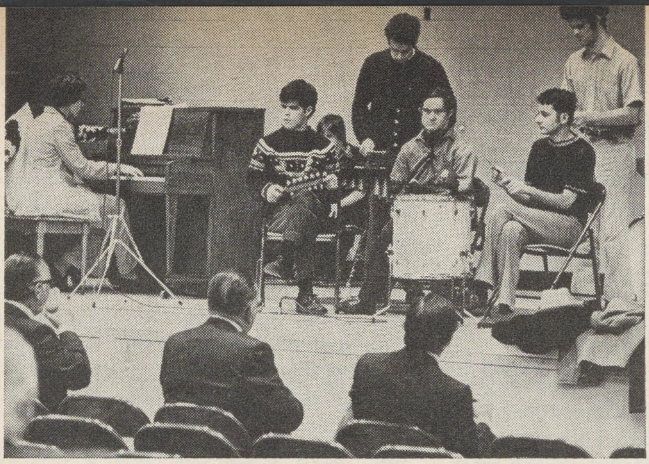
From all over the U.S., 190 participants, representing all levels of labor and management, arrived at La Costa. They were there to combine golf with charity. Each golfer playing contributed $600 to the Little City fund. In addition, hundreds of friends throughout the nation contributed through a special greetings publication honoring the yearly charitable event.

Little City, the cause, is a residential community specializing in the training, treatment, rehabilitation and education of the mentally retarded. Located on 56 acres of land, it is non-profit and non-sectarian, accepting children from all over the nation. Currently, there are more than 150 boys and girls living at the center. A new cottage, scheduled to open sometime this spring, will allow 32 more children to join the residential family.

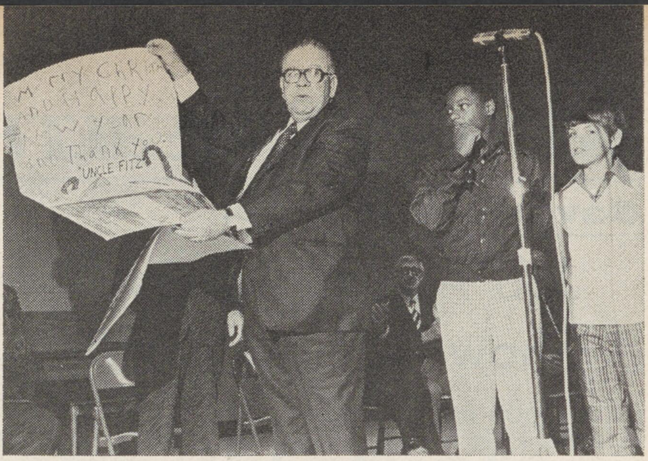
The new playground is just one of the facilities that helps Little City's youngsters live a normal, playful childhood, while providing the physical therapy they vitally need.

The park's warm setting beckons the center's young residents to explore, cavort and play in the area.

FRANK E. FITZSIMMONS
Recreational Park



Students proudly demonstrate their musical talents for President Fitzsimmons and other Teamster officials.



Two delighted youngsters present "Uncle Fitz" with the best Christmas card he ever received.

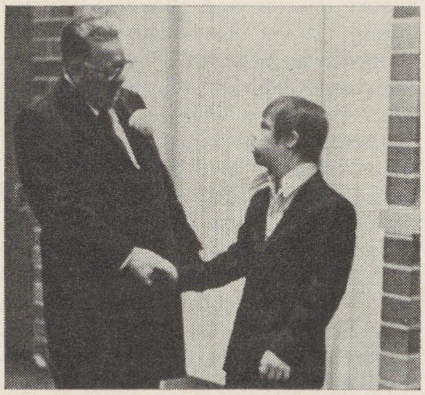
Experts say that Little City offers a new horizon of help for the mentally retarded through specialized, experienced staff; skilled mental and physical therapy; expert research in developing new approaches; and through training and treatment with the individual dignity of each child the foremost goal.

It is a unique institution, and has long been an interest of Teamsters' President Fitzsimmons. Funds received through the Tournament, now in its fifth year, go into the Frank Fitzsimmons Scholarship Fund, which helps ease the deficit the school's open door policy sometimes creates. (Children are accepted, regardless of their parents' ability to pay.) Funds also enable Little City to continue improving its facilities and maintaining its programs.

While visiting the campus recently, President Fitzsimmons said: "Since three out of every 100 children are born mentally retarded, the American community must become involved in helping find solutions toward training these children in their early years so that they can in many cases become useful citizens."

"We want to settle for nothing less than to provide for these children a first class chance at life, and Little City symbolizes this hopefulness best," he added. "I am very encouraged and proud that members of the Teamsters movement have become involved on a local level in programs dealing with the mentally retarded."

The fact that Little City named its new recreational facility Fitzsimmons Island shows its regard for the International and its President. The park itself was made possible in part by Teamster and tournament contributions.



This Little City resident isn't too sure about all the fuss, but wanted to thank President Fitzsimmons for the Teamsters' help, anyway.

Members of the Tournament Executive Committee, including International Vice Presidents Weldon Mathis, Joe W. Morgan, Sam Provenzano and Joseph Trerotola, along with International Secretary-Treasurer Murray W. Miller and Local 743 President Don Peters have all played important parts in making the Teamsters' contribution so meaningful to the center's success.

Hopefully, Little City, helped by the Teamsters, will continue doing its invaluable work for many years to come.

Bargaining Case Won In Texas

The National Labor Relations Board ruled recently that Waples-Platter Companies of Fort Worth, Tex., refused to bargain with Teamster Local 47 and thereby committed unlawful conduct.

Upholding the findings of the administrative law judge, the Board found that the employer's conduct during bargaining—viewed in its entirety—showed a determination to give the appearance of good-faith bargaining accompanied by an equal determination not to reach agreement.

Waples-Platter was ordered to cease the illegal activity and bargain with the Teamster local union upon request.

Fuel Shortage Shrinks Total Of Stations

ABOUT 10 per cent of the gasoline stations in the United States were forced out of business during the past year, with the preponderance of the closings directly related to the fuel shortage of last winter.

A marketing research company in New York City, Audits & Surveys, Inc., reported recently that some 20,000 gasoline stations went down the drain, leaving a total of slightly more than 196,000 still in operation.

The research firm said its consensus of retail distribution found that the count of the retail gasoline outlets in the U.S. would have had its first net gain last year since 1967 but for the oil shortage.

It was asserted that the decline in available gasoline was not the only reason for the stations shutting down. They also were hit hard by proliferating price increases and general consumer dissatisfaction.

All types of retail establishments specializing in automobilies, parts, service or fuel fell 6 per cent in number during last year to a total of 302,640.

However, the number of new and used car dealers remained almost unchanged at 32,650 and 28,870 respectively, as did tire and auto supply dealers at 44,990.

● Freight Win

Drivers, dock workers, tow motor operators and other workers employed by Nashville Pool Car, Inc., of Nashville, Tenn., voted 11 to 6 for representation by Teamster Local 480 in a recent National Labor Relations Board election, according to Fred Brewington, secretary-treasurer of the local union.

SAFETY & HEALTH

Government Says:

Job Accident-Illness Rates Show Increase During 1973

ON-THE-JOB injury and illness rates showed a slight increase during 1973 over the previous year, according to the Bureau of Labor Statistics (BLS).

The overall rate amounted to 11.0 incidents per 100 full-time workers in 1973 compared with 10.9 incidents in 1972.

The one area of improvement was in work-related fatalities which declined by more than 7 per cent from 1972 to 1973. The largest decrease in the number of deaths occurred in contract construction which fell from 1,500 in 1972 to 1,000 in 1973.

Trenching and excavation activities in construction, which have had relatively high fatality experience, were the targets of special programs for accident prevention.

On the other hand, the largest change in illness-accident incidence rates for the major industry divisions between the 2 years occurred in contract construction where the rate rose 4.2 per cent.

The number of recordable cases increased from 5.65 to 5.92 million, or about 270,000. Recordable cases include all illnesses and those injuries requiring more than first-aid treatment. This increase of nearly 5 per cent can be largely attributed to an increase in total hours worked by all employees during 1973, BLS said.

Employment rose nearly 3 million from 1972 to 1973, resulting in an increase of over 4.4 billion hours of work exposure (about 4 per cent). In addition, the industry composition of employment in the private non-farm sector, which could have an impact on the all-industry incidence rate, remained substantially the same for both years.

A second comparison was made for incidence rates for lost workday cases. Industry divisions showed markedly different changes for the 2 years. For example, the incidence rate for lost workday cases increased in manufacturing by 7.1 per cent but decreased in wholesale and retail trade by 3.6 per cent. A third measure, the incidence rate for non-fatal cases without lost workdays, showed considerable variation among industry divisions.

Overall, though, on incidence rates for lost workday cases the rate rose from 3.3 per 100 full-time workers in 1972 to 3.4 in 1973. There was no change in the rate for non-fatal cases without lost workdays.

Nearly 6 million recordable work-related injuries and illnesses occurred during 1973 in private industries. Ninety-seven per cent of all recordable cases were injuries and the remaining 3 per cent were illnesses.

There were an estimated 5,200 work-related fatalities during the year. Lost workday cases accounted for only 30 per cent of all recordable cases. Nevertheless, about 28.4 million workdays were lost during 1973 or an equivalent loss of nearly 114,000 employee-years of work.

The 1973 incidence rate for all recordable cases was 11.0. Rates for industry divisions ranged from 2.4 in finance, insurance, and real estate to 19.8 in contract construction. Rates for agriculture, forestry, and fisheries; contract construction; and manufacturing exceeded the rate for all industries, whereas transportation and public utilities; wholesale and retail trade; services; and finance, insurance, and real estate fell below the all-industry level.

For employees working on farms, the estimates indicate that their job-related injury and illness experience paralleled that for all employees covered by the survey. Approximately 66,000 injuries and illnesses were estimated for 1973, of which 40 per cent resulted in lost worktime.

Contract construction accounted for approximately 626,500 recordable injuries and illnesses during 1973, slightly over 10 per cent of the total cases, although representing only 6 per cent of the total employment. Approximately 3.1 million workdays were lost, the equivalent of over 12,000 employee-years of work.

Manufacturing, which accounted for nearly one-third of employment, had almost half of the total number of recordable cases. About 13.2 million workdays, constituting over 52,000 employee-years of work, were lost during the year. Among the 21 major industry groups within the division, 10 had incidence rates above the level for all manufacturing (15.3). The highest rates were experienced in the lumber and wood products (24.1) and fabricated metal products (22.7) industries.

Reporting units with less than 50 or more than 1,000 employees tended to have lower incidence rates than units in the mid-size classifications. The highest incidence rates were generally concentrated in reporting units of 100 to 249 employees.

Mining, with an incidence rate of 12.5, exceeded the all-industry rate. Coal mining, with a rate of 19.1, was much higher than the other two major industry groups in the mining industry-oil and gas extraction (12.8) and metal and nonmetal mining (7.8).

Railroads had an incidence rate of 8.7 during 1973. An estimated 52,000 injuries and illnesses, of which nearly 200 were fatal, were experienced by railroad employees.

Bumper Cost Influences DOT Policy

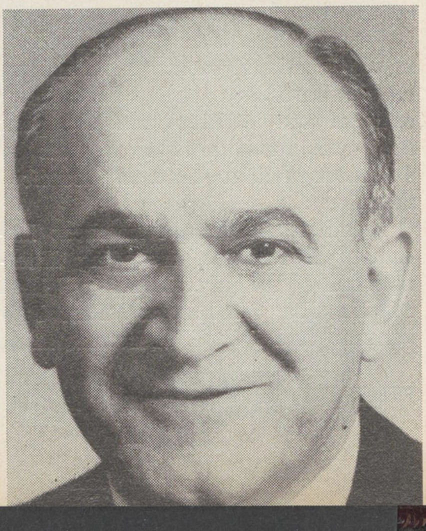
The Department of Transportation has moved to relax its automobile bumper standard after concluding that the existing rule requires bumpers that are too costly.

DOT's National Highway Traffic Safety Administration proposed slicing the damage-protection requirement in half for more than four years. It is believed the extra time would permit auto makers to develop new, lighter bumpers.

It is the government's position that current steel bumpers are too heavy and therefore waste gasoline, and also that they are too expensive and too difficult to repair.

Agent Dies

James Mariano, business representative for Teamster Local 251 in East Providence, R.I., died recently at the age of 59. Mariano became a Teamster in 1937 and was installed as a business agent in 1969, serving until his death.



Economic Upheaval Plagues American Workers

A MAN WHO'S out of work and can't feed his family doesn't worry much about energy problems or national economic decisions. He cares more about eking out a living and making ends meet. Rising gasoline prices, mounting food costs, higher rent, and more expensive shoes and clothing costs affect him where it hurts, because they are necessities. And for many, especially younger workers, worrying about them is a new experience.

Today, American workers are gripped in the vise of growing economic upheaval. Employment is one seriously affected area. The unemployment rate stood at 7.1 per cent in December, with six and a half million people out of work.

With the recession deepening, the number of layoffs has risen dramatically since those figures were collected. The rapid surge in new unemployment evidenced in recent weeks indicates another sharp increase in the jobless rate can be expected when the January figure is reported February 7.

New applications for unemployment benefits, 970,000 in the week ending January 11 alone, scored a record increase. That increase, 289,000 over the previous week, was the highest one week increase since unemployment compensation was first paid in 1937 during the Great Depression.

The Bureau of Labor Statistics predicted that total unemployment in January would reach an unprecedented level. The President's advisers were no more optimistic. They told him that unemployment could well reach eight per cent in coming months, with a 7.5 per cent level throughout the year possible.

Presidential Press Secretary Ron Nessen said the latest figures "re-emphasize that the economy is in great difficulty. The decline in production that is now going on means the country must expect further increases in unemployment during the period immediately ahead."

The litany of worker woes continued throughout January. A new phenomenon, layoffs in the usually secure white collar work force, further complicated the job picture. College graduates appeared in unemployment lines. They vied with other displaced workers for the few jobs available. Across the country, reports of stampedes by willing workers whenever openings appeared were commonplace, even if the pay was meager.

Blue collar worker unemployment continued spiraling, with the total increasing daily. Fanned by auto industry layoffs, December figures were double the rate of 1973 unemployment for these workers.

Many workers are choosing reduced work schedules and four day weeks, rather than being fired or laid off. Employee reductions by attrition, hiring freezes, early forced retirements, and unannounced dismissals have become a dreary, yet routine part of the daily news.

Union membership, however, was once again proving to be a mainstay for workers. Especially in the auto industry, workers with a union behind them had some protection against benefit cuts and dismissals, while non-union forces saw their wages restricted and a lot of pink slips in the pay envelopes.

The past few months have been dismal for workers. There aren't any bread lines yet. But the presence of guards in grocery stores shows the pressure workers are beginning to feel. Whether they have jobs or not, their families have to live.

For the first time, many workers face the hard choice of feeding their kids, buying necessities or paying bills. Anyone with a job in February, 1975 counted himself lucky and tried to hold onto it.

In his State of the Union address, President Ford called for economic changes to try to solve the nation's economic crunch. "America needs a new direction which I have sought to chart here today—a change of course which will put the unemployed back to work," he told Congress.

That was what the victimized, battered worker needed. Both Congress and the Administration seemed to have trouble agreeing on how to resolve the dilemma, though. So new measures to help the unemployed may be some time in coming.

As the 93rd Congress ended, spurred on by the December unemployment rate, it sent two measures to the President to help relieve the burden on the unemployed. Both were signed and are now in effect.

The first bill, a federally-funded unemployment compensation program, increased the eligibility period to 52 weeks, aiding workers who had exhausted existing relief benefits under the old 39-week maximum period. The new 13 weeks of emergency benefits will be available as long as the national unemployment rate for insured workers remains above four per cent. This is equivalent to a six per cent rate for all workers.

The second piece of legislation qualified an additional 12 million workers for jobless benefits for the first time. Provisions allow the newly eligible workers to collect benefits for 26 weeks. Payments can be made as long as the national unemployment rate exceeds six per cent, which is expected to be the case throughout 1975.

Primarily covered by this measure are farm workers

(Teamster farm workers receive them as a contract right), domestics, and employees of state and local governments. Benefits will be handled through regular state agencies administering unemployment benefits and will be subject to standards normally imposed on those eligible for benefits.

This bill also added 100,000 new public service jobs to 170,000 previously authorized by the Congress. The newly created jobs will be mainly in the areas of public safety, education, health care, child care, sanitation and transit employment.

Assistant Secretary of Labor William Kolberg said in January that federal, state and local governments will spend some $17 billion to aid jobless workers in 1975 through programs such as public service jobs and unemployment insurance. He also estimated that 13 million Americans would receive some form of jobless aid during the year.

Congress tried to help the unemployed by creating funds for public service jobs. Even this meager aid was obliterated quickly by massive new layoffs as the year began.

When President Ford made his State of the Union address, he acknowledged the plight of the working man and woman. His approach, however, tended toward solving the ills of the economy, implying that success there would result in more jobs for the unemployed.

What everyone seems to forget is that there are more than statistics involved—human, flesh-and-blood people are suffering as economists, Administration officials and Congress try to tame the savage tiger.

One group which hasn't forgotten is organized labor. For months, the nation's union leaders have stormed Congress demanding action to aid the workers of this country.

President Fitzsimmons has lobbied long and hard for an equitable system of protecting his members and all American workers from the economic devastation they face. In mid-January, the Teamsters' General Executive Board met to assess the wide-ranging problems the staggering unemployment rate has produced and to find ways to solve the burdens placed on American workers as a result.

Labor leaders know the pinch their members are in. They are trying desperately to get the Administration and the Congress to enact meaningful legislation. Unions, themselves, have proved the last bastion against layoffs and firings, if there's any comfort in that. How long they can stave off serious economic damage to their members remains to be seen.

Action is needed, now! Workers demand it. Their unions demand it. And the nation needs it desperately.

Corporations Avoid 1973 Income Taxes

TEN major corporations in the United States racked up $976 million in profits but paid no federal income taxes for the tax year of 1973, according to a recent congressional study.

The study was prepared by the Joint Committee on Internal Revenue Taxation. Assistance was given by the General Accounting Office.

In addition to the 10 companies that got a free tax ride, another 20 corporations making profits of more than $5 billion managed to pay an effective federal corporate tax rate of between 1 per cent and 10 per cent. Their total federal income tax amounted to slightly under $227 million.

Nothing illegal was done by the corporations in lowering their tax rates. They simply took advantage of the multitude of tax subsidies which have been enacted into the tax laws over the years.

The statutory tax rate for the corporations involved is 48 per cent. Yet the study discovered that altogether some 143 companies were paying 23.6 per cent less than one-half the statutory rate. Oil companies usually paid the lowest rates.

Following are the 10 major corporations paying no federal income tax in 1973—followed by the major companies that paid less than 10 per cent federal income tax:

Company	*Net Profit Before Income Tax*	*Approximate Effective Rate*
Freeport Minerals Co.	$ 23,958.000	Zero
Texas Gulf Inc.	67,442,000	Zero
United Airlines	98,711,000	Zero
Trans World Airlines	58,583,000	Zero
ConEd of New York	203,319,000	Zero
American Electric Power	194,285,000	Zero
Western Bancorporation	97,730,000	Zero
Chemical New York Corp.	74,765,000	Zero
Bankers Trust N.Y. Corp.	51,673,000	Zero
Continental Illinois Corp.	105,818,000	Zero
Total	$ 976,284,000	Zero
International Harvester Co.	78,328,000	0.05
Kennecott Copper Corp.	211,980,000	0.4
LTV Corp.	65,171,000	1.2
Anaconda Co.	76,061,000	1.4
Occidental Petroleum Corp.	80,503,000	1.8
Texaco Inc.	1,317,300,000	2.3
Chase Manhattan Corp.	170,691,000	2.5
Gulf Oil Corp.	749,000,000	3.1
McDonnell Douglas Corp.	200,245,000	3.2
Standard Oil Co. of Ohio	113,008,000	3.5
El Paso Natural Gas Co.	105,134,000	4.5
Mobil Oil	873,027,000	5.0
Uniroyal, Inc.	55,725,000	6.5
International Minerals & Chemicals	73,614,000	7.1
Chrysler Corp.	353,700,000	7.5
Gulf & Western Industries	71,028,000	7.6
National Cash Register Co.	91,819,000	9.0
Southern Railway Co.	106,154,000	9.1
Union Oil Co. of Calif.	205,263,000	9.6
Continental Oil Co.	287,804,000	9.9
Total	$5,285,555,000	

Labor Dept. Balks Against New Bldg.

Department of Labor officials, charging the agency's new $95 million headquarters in Washington, D.C., is unsafe, are balking at moving into the new structure.

Staffers were scheduled to set up shop in the new building at the end of last year. Now the department contends the roof of the building is saggy and dangerous, also that airshafts built in to carry away fumes from autos using a freeway constructed under the building are ineffective and posing a hazard to the health of employees.

The General Services Administration was informed that the Labor Department could not accept the building until corrections were made. GSA officials responded by saying the defects are minor and need only "cosmetic" repairs.

Spokesmen for the Labor Department retaliated by saying "we will move into the building when we are convinced that the defects have been corrected and not before."

Oakland Local Wins Ballots At Two Firms

Teamster Local 70 of Oakland, Calif. added 50 new members to its rolls recently with representation election victories at two companies.

Chuck Mack, Local 70 secretary-treasurer, said National Labor Relations Board ballots were won at Handi-Tap and at Hawkins & Hawkins, both located in Alameda County.

Organizers Credited

Mack said the organizing drives were led by Bob Freitas and Dick Sarmento.

Local 70's organizing campaign has been fruitful in other areas, according to Mack, with new freight contracts negotiated at Mills Trucking, Ocean Container Services and Golden Gate Trucking.

NLRB Judge

TIMORE POR
TRA ES L

Thomas E. Bracken (center), a Teamster lawyer, was presented with the gift of a ship's wheel recently when he left active practice to become an administrative law judge with the National Labor Relations Board. Making the presentation are Joseph Townsley (right), secretary-treasurer of Teamster Joint Council 62 in Baltimore, Md., and Warren R. Leader, executive secretary-treasurer of the Baltimore Port Council.

Government Predicts:

White Collars to Dominate Nation's Workforce by '85

EMPLOYMENT in the United States is expected by the Labor Department to be dominated by white collar workers in 1985.

The Bureau of Labor Statistics has predicted that in 1985 the workforce will total 101.5 million people split in the following broad categories:

—53.7 million in white collar employment.
—32.8 million in blue collar work.
—13.4 million in service jobs.
—1.6 million farm workers.

Total employment of more than 100 million will exceed the 1972 job mark of nearly 82 million by 24 per cent.

The white collar workers in 1985 will number 37 per cent more than a couple of years ago. Blue collar jobs will increase only about 15 per cent in the same period. Service work will gain about 20 per cent in round numbers.

The only work category suffering a loss between now and 1985 is in farm work. There were an estimated 3.1 million farm workers in 1972; by 1985, the total is expected to be only 1.6 million.

Forecasts on future employment are based upon anticipated demand for workers and depend upon certain assumptions regarding the economy and national policy.

Among the assumptions are:

—That high levels of employment and utilization of available manpower will be maintained through the mid-1980's.

—That no major event such as a widespread energy shortage will alter substantially the rate of economic growth.

—That economic, social and educational trends will continue to change according to patterns of the recent past.

—That scientific-technological advancement will continue at about the same rate as in recent years.

—That the U.S. will not be at war, but that there will be no substantial reduction in the present defense budget.

MISCELLANEOUS

Labor Study Shows:

Unionism Best Bargain For American Workers

UNION membership is worth anywhere up to 40 per cent in higher wages for American workers, according to a study published by the Department of Labor in its *Monthly Labor Review*.

Organized craftsmen, based on May, 1973, statistics, revealed the highest differential between union and non-union workers.

The difference was between 20 and 25 per cent more per hour than the earnings of workers who had similar job characteristics but were not members of unions.

"For white and black men in the transportation equipment operative occupations, the union non-union differentials were around 40 per cent," said the study as reported by Paul M. Ryscavage, an economist with the Bureau of Labor Statistics.

"Furthermore," the report continued, "the effect of unionism for women in clerical, operative and service jobs ranged from 20 to 25 per cent" in favor of union workers.

The findings varied considerably for age, education, region and occupation. However, with these characteristics held constant, the "union effect was estimated to be about 12 per cent for all workers."

For white men of similar characteristics, it was estimated to be about 8 per cent. Among black men it was estimated to be about 27 per cent. Among black women and white women the effect was estimated to be 19 per cent for black women and 22 per cent for white women.

"The interaction of union and occupation," the study said, "was found to be particularly strong in the blue-collar job, from 10 to 25 per cent could be added to usual hourly earnings over and above the separate effects of union membership and occupation."

For white union men in the white collar area, the differential ran as high as 26 per cent while differentials were even higher in the non-farm laborer and transportation occupations. They went as high as 34 per cent for non-farm laborers and 38 per cent for transportation operators. In the service occupations, the differential was about 16 per cent higher for a union worker as compared with a non-union worker.

"Union differentials were about the same for white and black women in most of the occupations in which they are concentrated," the study showed. "The differential in the clerical occupations was around 20 per cent for both. In operative and service occupations, however, the white union member earned 37 per cent more an hour than her non-union counterpart, while among black professional women no differential existed."

Geographic Differences

"Among all workers the largest geographic differentials were found in the South Central States (from 18 to 20 per cent), East North Central States (22 per cent) and Mountain States (18 per cent)."

"Regardless of region," the study declared, "black men experienced larger union non-union earnings differentials than white men. Differentials were particularly high for blacks in the South Central, South Atlantic and Pacific Coast States, undoubtedly reflecting the low hourly earnings received by non-union workers."

NAM Still Anti-Worker In Policy

The National Association of Manufacturers—anti-union for more years than anyone can remember — never changes its stripes.

The NAM recently issued a new booklet titled, "Food Stamps for Strikers—What You Can Do To Eliminate This Flagrant Abuse."

Since the NAM has been unable to get the law amended so as to deny food stamps for strikers, it has taken this tack. The booklet is intended to be used by local NAM chapters in strike situations.

Habitually addicted to making a profit at all costs, the NAM policy-makers stayed right in character regarding the price of the booklet: For members of the NAM it costs a nominal fee—to non-members the price is doubled.

Lady Drivers

These three members of Teamster Local 878 of Little Rock, Ark., drive for Champion Ready Mix, a subcontractor on a nuclear plant project at Russellville, Ark. Left to right are Shirley Tinsley, Virginia Sweet and Cathy Grote.

Trouble May Be Coming In America's Supermarkets

FOOD supermarkets and women shoppers are dead set on a collision course for sometime in 1975.

Before it's all over, there may be angry struggles at the checkout counters. There may be massive boycotts by militant housewives. There might even be food riots such as occurred in the 1930's.

Sound far-fetched?

Consider the following facts—forgetting for the moment that a recent Federal Reserve Board survey cited rising food prices as the major cause of inflation in the United States:

—The old law of supply and demand no longer operates for housewives shopping at the market. Prices continue to rise overall even though demand for many products keeps dropping. The Department of Agriculture says the average grocery bill inflated 35 per cent in the past two years, *an increase that came as millions of budget-squeezed shoppers regularly avoided high-priced items on the food shelves.*

—That very inflation is playing havoc with the average family's food budget. Fifty dollars buys two bags of groceries today where it once bought four or five bags of food. Price analysts expect food prices to jump at least another 15 per cent this year compared with the 14.5 per cent hike in 1974 as measured by the Consumer Price Index. *Complaints are staggering and heard even while families tighten their diet of staples another notch.*

—Rising unemployment's first casualty is the stomach of children whose breadwinning parents are out of work. Jobless workers, battered by loss of paycheck and without savings, already are stealing food unashamedly. *Supermarkets, for the first time in memory, are hiring uniformed guards.*

—Major grocery chains in the United States continue to play their prices like yo-yos so as to protect their margins and accumulate ever higher profits. They dominate marketing and distribution of foodstuffs as well as influencing production.

—America's total crop production last year was down 8 per cent from the previous year, according to the Agriculture Department. Corn, the most vital grain, was down 18 per cent. The corn deficit will have a pervasive impact on this year's food prices because it will keep feed costs high. *The net result is that in 1975, the production of meat, poultry and dairy products will continue to be losing propositions and farmers will cut back sharply—leading to still higher prices.*

—Consumers to date have taken three actions in hopes of overcoming higher food prices which one consumer advocate described recently as "the seed of food riots." Boycotts have been organized against sugar now as they were against meat nearly a year ago. Demonstrations against high food prices flared in several major cities. Neighborhood food cooperatives are blooming like dandelions on a hot day in every metropolitan area. *While the effectiveness of boycotts, demonstrations and cooperatives has been limited, the consuming public is becoming accustomed to fighting back.*

—The "unpleasantries" cited so far may seem trivial compared with a flammable situation that is shaping up at the local supermarket, or which is already there today. Grocery chains, dispensers of the bulk of all food bought by the public, are changing their sales method even as many food producers are changing their system of measurement. *The result will be an erosion of the consumers' right to accurately price quantity and quality.*

It is this last factor that could well propel housewives into insurrection at the chain supermarkets in 1975. The gals may think they've had enough, but, as the saying goes, they haven't seen anything yet.

Coming over the horizon is a gimmick called Universal Product Code (UPC).

UPC is a revolutionary system of pricing and checking out food at the supermarket. Geared by an electronic computer program, UPC "reads" lines and numbers on a tab attached to grocery containers and rings up the prices without aid of a human cashier.

Nearly every food chain in the nation is in the process of installing UPC on a spot basis at stores in various cities. The industry, which got together and commissioned the development of UPC, hopes to have it operating nationally by 1980.

UPC not only involves a computer and electronic cash register (called the terminal) but a laser beam scanner.

In essence, the UPC tab of black lines replaces the price stamp or tag. No one can read the UPC except the computerized cash register. Supermarkets have pledged to exhibit food prices on shelves even though individual items will be tagged only with the UPC tab.

For all the supposed efficiency claimed by the supermarketeers, UPC presents a real danger to consumers. For instance, the computer can be set and re-set to reflect price changes and the housewife pushing a shopping cart would never know the difference.

UPC robs the consumer of the advantage of comparison shopping. With UPC, a shopper will have to have the mobility of a kangaroo and a photographic memory to chart a supermarket's products and prices.

With UPC, it will be impossible for a food buyer to compare the price of items in last week's purchases with more recent sales slips. Additionally, the consumer will be very handicapped in his ability to detect unduly rising prices on a given food.

The advent of UPC has some other built-in characteristics that may harm the family budget in the future. For one thing, just about all products of bulk and still unpackaged today will have to be placed in a container of some sort—resulting in still more cost to the consumer. Furthermore, once the supermarkets have managed to eliminate clerks at the cash registers, they will ask the shopper to perform this chore.

UPC has a hidden, dangerous potential for the housewife's pocketbook because of another innovation yet to receive much publicity: The method of food measurement is changing; troy weight is going out the window and the metric system is moving into the gap.

Most manufacturers of liquid products right now are either switching or planning to switch their bottles to metric measurements. Some soft drinks soon will appear as squatty, half-liter bottles. It won't be long before wine will be merchandised in three-quarter liters, not fifths, in the United States.

Look in your cupboard and study the labels on the canned goods. Most of them now list both grams (metric) and ounces (troy). The combination of changing measurement—for eventually the troy figures will fall by the wayside—and UPC can mount a terrible assault on the pocketbook. At that point, the consumer will be defenseless.

For example:

A quart bottle contains 32 ounces; a one-liter bottle contains 33.82 ounces. Suppose a liquid product manufacturer dumps his 40-cent quart and begins peddling the same product in liter bottles selling for 45 cents. Automatically, the result would be an instantaneous inflationary increase of 6.4 per cent. The same kind of comparison can be made in the area of canned foods.

Is it any wonder that supermarket chains are ecstatic about UPC? They anticipate great savings because of "increased efficiency, productivity and inventory control" as one observer put it. There is little doubt that management also anticipates a cost saving through reduction of the clerk workforce.

Will the savings effected by UPC lower the price of meat and potatoes? Not on your life.

Privately, food chains are very sensitive about profits. Without exception, the industry uses a bookkeeping system alien to usual business methods when creating profit conclusions for public announcement.

Congressional investigators discovered that recently when they studied food chain ledgers. In a report to the Joint Economic Committee of Congress, the probers described the food corporate bookkeeping as designed "to cloud the issues and obscure the industry's true performance."

Supermarkets prefer to state their profits as a percentage of sales. However, the congressional investigators declared in their report: "The more valid index of food chain performance is rate of return on equity . . ."—which reveals a higher profit rate.

To say simply that the food industry averaged a 12.4 per cent profit in 1973—exactly on a par with all major industry in the U.S. that year—is not enough.

Latest industry figures show that one food chain boosted its profits by 51 per cent during the first nine months of 1974. In the same period, another upped its profits 94 per cent and another had a gain of 37 per cent.

Then there was Iowa Beef Processors, largest beef packer in the nation, which managed—despite consumer boycotts and internal strikes—to produce a 50 per cent profit increase last year.

Whether it is called profit or profiteering, all that money rolling in the other direction is only one feature of the rascally dilemma facing food consumers.

Market control throws a big shadow. Some food corporations have gained enough control over markets to manipulate supplies and prices at will. For instance, an estimated 50 food processors today control more than 60 per cent of all processing profits in the country.

Russell Parker, assistant to the director of the bureau of economics in the Federal Trade Commission, said recently that the situation of growing corporate concentration in the food industry "is getting worse and it will continue to get worse in the future."

While high prices may drop a bit, rise a bit, then drop a bit again at the markets, Parker explained, "the food corporations are setting the stage for permanently higher prices in the future."

Daniel Zwerdling, an investigative reporter, wrote recently: "Fighting the food structure means fighting the food industry; and fighting the food industry means tackling the most powerful corporations in America."

Many observers believe conglomerate corporations are on the way to taking over the whole food circus.

In food alone, one major chain operates more than 2,400 supermarkets, runs 109 manufacturing and processing plants, maintains 16 produce packaging plants, has 16 bakeries, 19 milk and 16 ice cream plants. It has four soft drink bottling plants, three meat processing installations, three coffee roasting plants, a soap and peanut butter and salad oil factory, and a fleet of 2,100 tractor-trailers rolling through a network of 60 distributing warehouses.

If that is not enough show of strength, keep in mind that this same chain also has interlocking ties with Owens-Illinois manufacturers, one of the largest suppliers of packaging materials. It also has a hand in Hawaiian sugar cane, a toe in mortgage banking, a finger in land management, and a thumb on food sales to hotel restaurants and resorts.

Family shoppers can get a glimpse at the future of food prices by balancing the following two statements made recently.

—"I believe this is just about the last chance we've got to fight back before the takeover of the food industry by conglomerates is complete."—James Hightower, director of the Agribusiness Accountability Project.

—"The supermarkets' profits have been too low for too long. This year (1974) we did better. But our profits are still not big enough."—Clarence Adamy, president of the National Association of Food Chains.

Somewhere in the United States today there is a housewife shopping. You may know her.

She is pushing a shopping cart through the aisles of a big supermarket. In one hand, she clutches a handbag containing $47.58 in cash. With the other hand, she herds a 2-year-old child.

The lady is bravely facing the Goliath of food profit single-handedly. She doesn't flinch. She only gets more determined.

Fitzsimmons' Inquiry Gets Clarification On ICC Citizens Band Radio Notice

Does your truck cab have a Citizens Band Radio? If so, you've probably seen the notice published October 25, 1974 on the Unlawful Use of Citizen Band Radios by Interstate Motor Carriers. The Interstate Commerce Commission sent it out.

In its wake, the Teamsters received a lot of letters from concerned truckers about what the notice covered. Some members expressed opposition to any law which would ban radio use by truck drivers. As one member put it, "I use it and rely on it as a means of communication, not as a plaything."

Realizing that many Teamsters use citizen band equipment, President Fitzsimmons acted. After reading the notice, he dispatched Teamster representatives to meet with Interstate Commerce Commission officials to clarify its meaning. After a December 16 meeting, still not satisfied, he wrote to ICC Chairman George M. Stafford for a written statement.

"What was reasonable use?" President Fitzsimmons asked. "Would any misuse by carriers constitute a violation?"

Reply Received

In a reply dated December 20, 1974, Mr. Stafford answered, saying in part: "The notice does not ban the use of citizen band radios nor does it require that such radios be removed from regulated carriers' equipment. The notice, directed to all regulated motor carriers operating in interstate commerce, only concerns the *unlawful* use of citizen band radios."

Complaints have come in the past, the ICC Chairman said, from "local and state law officials who have experienced difficulties in performing their duties because of alleged improper use of band radios by some truckers."

Stafford emphasized that the regulation allowing the presence and use of radios in truck cabs does not include permission for users to violate the law. The ICC has a responsibility to point out alleged violations and discourage them, he advised President Fitzsimmons.

The commissioner, however, did point out that band radio use by truckers is a proven highway safety aid, to which the ICC has no objections.

Further Definition

Further defining the notice, Stafford wrote:

"A licensed carrier that uses reasonable diligence to require its drivers to comply with federal and local laws on the usage of citizen band radios would not be in violation of the Commission's notice. If a carrier knows or has reason to know that a driver is misusing his citizen band radio and takes no action to prevent such misuse it would then be accountable for such unlawful activity."

Whether or not the carriers obey the law will be considered "in allowing a carrier to continue conducting regulated operations or finding it fit to conduct new operations," he added.

The notice didn't say or mean that radios would be removed from trucks or prohibited for drivers' use, Stafford emphasized. It did caution carriers that violations of federal and state laws could not be condoned. It was meant only to warn carriers not to perform any plainly illegal activities with their radios. (Radar trap warnings would probably fall under the term "illegal," for example.)

The International has tried to make sure the notice's meaning was clear. As long as our members responsibly handle their radios and avoid violating the law, they will remain the essential highway tool they have become.

Minimum Wage Extended

Effective January 1, the nation's lowest paid workers received a pay boost. It came when the minimum wage for about 38.5 million nonfarm workers rose to $2.10 an hour, up from the previous $2 an hour minimum. That figure will rise to $2.30 an hour January 1, 1976.

As a result of 1974 changes in the Fair Labor Standards Act, more than 18.6 million other workers, including more than 1.5 million domestic workers, also received minimum hikes. They are now entitled to a $2 minimum wage, up from the $1.90 mandated for them for the first time last May. January 1, 1976 that figure rises to $2.20, while on January 1, 1977, they'll receive $2.30 an hour.

More than half a million farm workers covered by federal wage laws now earn $1.80 an hour, up from $1.60. Of the covered farm workers, nearly one-third got raises. The rest already earn more than the wage floor. The agricultural workers' minimum will increase to $2 an hour in 1976; $2.20 in 1977; $2.30 in 1978.

Employers who use more than 500 man hours of labor in a three-month period must pay minimum wages. Farm workers, though, are not covered by overtime provisions in the legislation; and many farm workers, such as members of the employer's family, some commuting piece-rate employees and livestock range workers, are not covered.

Under other 1974 changes in the Act, fire and police employees will be eligible for overtime pay if they work more than 240 hours in a 28-day period.

Of the 86 million persons in the work force, 56 million are now covered by minimum wage laws. According to Labor Secretary Peter Brennan, the amendments "gave us stronger tools to help American workers. These amendments resulted in immediate pay raises for four million of the lowest-paid workers."

Teamster Supported

New National Health Bill Introduced in Congress

NEW national health security legislation has been introduced in Congress on behalf of the Committee for National Health Insurance (CNHI) of which the International Brotherhood of Teamsters is a member.

The proposal is co-sponsored by Edward Kennedy of Massachusetts in the Senate and James C. Corman of California in the House of Representatives.

Both congressmen have been sponsors of similar health measures in past sessions.

In announcing the new legislative proposal, CNHI spokesmen said that if it is enacted by Congress, "no American ever again would have to pay a doctor's bill or a hospital bill."

Payment of medical bills, as provided in the measure, would be made through a health security trust fund.

Federal general revenues would provide half the necessary financing and the remainder of the needed money would be acquired by:

—A 1 per cent tax on individual earned or unearned income up to $20,000 a year, with a maximum tax on the individual of $200 a year.

—A 3.5 per cent tax on employer payrolls, which would be largely or entirely offset by elimination of premium payments for private health insurance.

—A 2.5 per cent tax on the self-employed with a $20,000 limit.

Every American citizen would be entitled to the benefits as a matter of right, whether they were employed, laid-off the job, did not work or were retired.

The health bill would cover all hospital and physician costs of services as well as other specified health care needs such as eyeglasses, hearing aids, dental services for children, and so on.

A special feature of the measure is that it would require no demeaning means tests, no work earnings tests, no deductibles, no co-insurance, no cut-offs, nor any other fine print that usually spells out prohibitions or restrictions on benefits.

The proposed legislation otherwise is identical to other national health security bills that have been before Congress since mid-1970.

Polygraph Doesn't Mix With Jobs

The use of polygraphs—so-called "lie detectors"—in screening job applicants is an invasion of privacy and should be outlawed.

That's the conclusion of a study issued recently by the U.S. Senate Constitutional Rights Subcommittee.

The report warned that the practice of using polygraphs as a condition of getting work is widespread in both government and private industry.

Said the subcommittee: "Limits, beyond which invasions of privacy will not be tolerated, must be established."

It added: "Congress should take legislative steps to prevent federal agencies as well as the private sector, from requiring, requesting or persuading any employee or applicant for employment to take any polygraph test."

Legislation in line with the recommendation has been introduced in each of the last three Congresses, but no action has ever been taken on it.

Home Buying

Cost Disclosure Law Signed by President

PRESIDENT Ford signed into law a bill requiring mortgage lenders to notify prospective home buyers of the anticipated closing costs at least 12 days before final settlement.

While the new statute is not expected to result in a reduction of settlement charges for the average home buyer, it certainly will lessen the surprises often in store for those who buy a house with a federally-backed mortgage.

The most prominent closing costs that must be revealed to the purchaser of a house 12 days in advance include such items as title searches, title insurance premiums, taxes and other fees.

The price tag on such costs varies from state to state and within states. The purpose of the legislation's supporters was to give the consumer a chance to shop for title services and to learn whether he is paying for unnecessary services—often called "last-minute charges."

Other provisions of the law include:

—Prohibition against any kickbacks paid by title companies or lawyers to real estate brokers for referring home buyers to them.

—A requirement that the Department of Housing and Urban Development develop a standard form for reporting closing costs to avoid confusion from the present diversity of forms.

—Limitation on the amount of money which lenders may require borrowers to pay into an escrow account held to pay real estate taxes or insurance.

—A requirement that sellers disclose the previous purchase price of existing homes (but not new houses).

One of the most important features of the law requires HUD to prepare a booklet explaining settlement costs to home buyers. Furthermore, lenders will be required to supply the booklets when people make application for home loans.

Most home buyers will benefit from the latter provision for the simple reason that the average person purchases or sells a home only once or twice in a lifetime. Usually the house buyer is a "babe in the woods" and at the mercy of experienced real estate professionals who deal in hundreds of transactions annually.

Yet another benefit is expected to derive from the new law. The disclosures cited will help prevent a recurrence of much of the rampant housing speculation that has occurred.

Merger Trend Continues In Business

The steady concentration of ownership of businesses into fewer and fewer hands continues in the United States.

A basic study of acquisitions of one business by another or the merging of two or more businesses from 1967 through 1971 reveals that a total of 702 large multiunit companies acquired a total of 2,493 other companies during that period.

The study, made by the Bureau of the Census, shows that the larger companies acquired 18,128 establishments in the acquisition mergers, some of the merger companies having a large number of establishments which were counted separately.

Of the 18,128 acquisition-mergers, 16,305 were taken over completely and 1,823 partially.

The Bureau of the Census said that merger and acquisition activity was dominated by manufacturing companies which accounted for 60 per cent of all the workers involved in the transfers while retail trade establishments accounted for 40 per cent.

During the period seven machine tool manufacturers alone acquired 114 other companies with 524 separate establishments and 45,698 employees.

Nursing Homes Dangerous For Patients

Deliberate physical injury or personal abuse of patients and life-threatening conditions exist in more than half the nation's 23,000 nursing homes, according to a Senate subcommittee report.

Among the reported abuses were: Negligence leading to death and injury; unsanitary conditions; poor food quality or preparation; hazards to life and limb; lack of dental, eye or foot care; theft from patients; inadequate control of drugs; profiteering and cheating.

The subcommittee of the Senate Special Committee on Aging concluded in its report, after 15 years' of gathering evidence, that "over 50 per cent of the nursing homes in the United States are substandard . . . with one or more life-threatening conditions."

Survey Shows:

Third of State Assemblies To Mull Tax Hikes in 1975

AN estimated one-third of the 50 state legislatures are expected to consider tax increases in this year's sessions so as to keep their revenue on a par with inflation.

Surveys by news services revealed that:

—Governors in four states announced specific plans for raising taxes and 10 other states are considering tax hikes while two other states are talking about a tax "realignment."

—Officials in 25 states have promised there will be no increase in tax levies this year.

—In eight states there is actually talk of a tax cut.

Taxation Varies

Governors in New York, Vermont, Michigan and Washington have said they will definitely go for tax hikes.

Where levy increases are being considered, just about every form of taxation will be touched. In one state, sales tax increases are being considered, in another it is income tax hikes, and in others the idea under consideration is to up taxes on non-essential items such as liquor and tobacco. Some are considering raising the state gasoline tax.

Tax hikes are specifically expected in Alaska, New Jersey, Oregon, South Dakota, Connecticut, Utah, Massachusetts and Wyoming.

Tax cuts are a possibility in Texas, Idaho, New Mexico, Oklahoma, Tennessee, West Virginia, Indiana and Kansas.

Mobility Has Effect On Poverty

A government sponsored study has concluded that lack of transportation is a greater cause of unemployment in a poor rural community than the so-called "culture of poverty" drum continually being beaten by those who attack welfare programs.

A pilot study made in Madison, Ark., interviewed all but two of the town's 257 households. Some 75 per cent of the families were below the government's official "poverty line" of income in 1970. The study was financed by the U.S. Department of Agriculture, the Ford Foundation and Arkansas authorities.

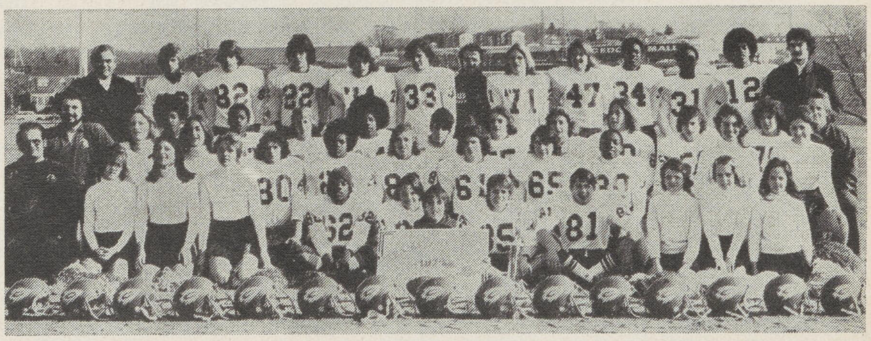
It was found that dissatisfaction with the working conditions followed lack of adequate transportation as a major factor in the glut of joblessness in the Arkansas community.

● Bldg. Supply

Employees of Eliot Whittington Builders Supply Co., in Memphis, Tenn., voted 16 to 5 in favor of representation by Teamster Local 984 in a recent National Labor Relations Board election.

Arthur Crutcher, assistant business representative for Local 984, said the bargaining unit includes truck drivers, yardmen and builders.

Football Champs



Teamster Local 311 of Baltimore, Md., sponsored this championship football team last fall, according to Leo DaLesio, secretary-treasurer of the local union. The club won the Maryland state championship with a record of 13 wins and one loss.

Legislation, Politics, Government

• COURT UPHOLDS LEGISLATION
The U.S. Supreme Court has held as constitutional legislation to reorganize a major segment of the nation's railroads. The ruling gives a "green light" to plans for restructuring the Penn Central and five other bankrupt lines into a new Consolidated Rail Corporation—to be known as "ConRail."

• HEALTH REPORT
A report issued recently by the Department of Health, Education and Welfare suggested that the way to better health for Americans over the next five years may be through safer working conditions and special medical projects. The report envisioned spending about $25 billion on health-related projects between now and 1980.

• OREGON AND MARIJUANA
Oregon has a new state law that makes the penalty for possession of small amounts of marijuana about the same as that for a parking ticket. A survey by the Drug Abuse Council discovered rather uneasily that most Oregonians seem to approve of the new law. Conviction for possession carries a maximum penalty of a $100 fine but no criminal record or jail term.

• POLITICAL SURVEILLANCE
A federal appeals court recently reversed a lower court's decision to prevent surveillance by the Federal Bureau of Investigation of a political convention of young socialists. The original ruling by the lower court prohibited the FBI from monitoring a Young Socialist Alliance convention in St. Louis, Mo.

• DRINKING WATER
The Environmental Protection Agency (EPA) has wasted no time since President Ford signed into law a bill setting up the first safe drinking-water standards for the United States. EPA quickly identified 80 cities where the drinking water will be tested to determine whether the supply contains cancer-causing agents.

• AIR SAFETY
The Federal Aviation Administration has ordered all domestic airlines to install alarm systems on jet-powered aircraft so that pilots will know when the airplane is on a collision course with the ground. The system must be installed by December 1st of this year. More than 30 of the world's 200 airlines already use the device.

• 'NON-LEGISLATIVE' PERIODS
The Senate and House announced a schedule of eight recesses during the coming year, calling them "non-legislative periods." The first recess was scheduled for the end of business on Friday, February 7th to Monday, February 17th. The reason: Lincoln's birthday.

• SPOTLIGHT ON BUSINESS
Rep. John Moss of California, head of a House Commerce subcommittee, plans this year to challenge producers—especially in oil and coal—to expand their output or cut prices. Other congressmen indicate they will scrutinize egg and coffee prices and put the spotlight on monopoly practices in food and fuel.

• CIA INQUIRIES
At least three congressional committees are looking into allegations that the Central Intelligence Agency (CIA) conducted illegal domestic intelligence operations against anti-war and other dissident groups in the late 1960's and early 1970's. The 1947 law which created the CIA forbade the agency from exercising any "police, subpoena, law enforcement powers or internal security functions" inside the United States.

• ELECTION COMMISSION
Supporters of the new campaign finance reform law now in effect fear that the Federal Election Commission it established to oversee and enforce the law may become merely a haven for ex-members of Congress and patronage appointees.

For Your Information

Collectors Have Problems

Bill collectors are having problems as both inflation and recession worsen, according to the *Wall Street Journal*.

Although the recession means more business for bill collectors, and while few people have sympathy for men who engage in such work, both personal debt and the number of collectors are rising. Furthermore, many collection agencies say it's harder to grab the cash and run.

However, the problems balance out. The increase in new bills to collect appears to offset the decline in the collection rate.

Fire Deaths

Fire claimed 11,600 lives in the United States last year, according to preliminary estimates by the National Fire Protection Association.

Of the 11,600 deaths, about 6,800 persons died in residential blazes. The worst single loss of life occurred last June when 24 people died in a discotheque fire in New York.

At least $3.7 billion worth of property went up in smoke. The highest property loss last year occurred in New Mexico where a forest fire burned much of the town of Cloudcroft.

Body chemicals in a 150-pound man or woman that had a total value of 98 cents in 1936 are now worth $5.60, according to a biochemist at Northwestern University.

Safe Deposit Boxes

Safe deposit boxes in banking institutions are suddenly becoming very popular with many banks experiencing no vacancies.

Rentals in some areas are up 30 per cent over last year and many banks have a long waiting list of people desiring to rent safe deposit boxes.

Industry experts believe a lot more people are renting the boxes so they can stash gold coins and rare gems as they make an effort to hedge against inflation.

Hitting the Gap

American automobile manufacturers are hitting the gap to tackle federal safety and pollution regulations.

The most ambitious campaign yet has been mounted by the auto makers as the industry suffers its greatest slump after years of record sales in 1971-73. They are trying to create sympathy for their assertion that the added cost of pollution equipment and new safety devices is the main reason for the drop in sales. Auto makers have resisted ever-tightening safety regulations since the mid-1960's despite never suffering disrupted production.

Now they are trying to claim people are not buying cars because of the added cost of safety and pollution devices. They ignore the fact that well-to-do people can afford the big luxury cars and so buy them, while low and middle income families cannot even afford to buy small cars—and so do not buy them.

Signs of Depression

In times of depression, jobless workers turn to cheap forms of recreation to pass the time: Hunting, fishing, parlor games, and so forth.

A prime example was the sudden popularity of the jigsaw puzzle at the height of the Great Depression in the 1930's. That time may be returning, according to sociologists, who find that game sales are increasing at a fast rate. The same is true in recreational equipment.

In addition, museums and libraries across the land are reporting increased numbers of visitors.

Shoplifting Haul

Shoplifting costs American merchants an estimated $5 billion annually, according to the National Retail Merchants Assn. (NRMA).

The NRMA reported recently that its members' losses were 2.07 per cent of all sales in 1973—the latest available figures. The loss was 1.97 per cent in 1971 and 1972. When all the data is in, the shoplifting loss was expected to top the record in 1974.

Shoplifting once was considered a minor problem by merchants because it involved mostly juveniles and kleptomaniacs. But now people increasingly are stealing small items even though capable of paying for them.

Unless inflation abates, many law enforcement authorities expect shoplifting to increase even more in the future.

Smelly feet may be a thing of the past. A major department store chain has begun merchandising deodorant socks impregnated with odor-fighting compounds.

Counterfeiting Comeback?

Stagflation has prompted an increase in counterfeiting, especially in the New England area, according to the U.S. Secret Service—an arm of the Treasury Department.

Federal officials suspect there is a direct connection between the sagging economy, unemployment and counterfeiting. However, the incidence of bad money is going down in some areas.

In past years, the Chicago Secret Service office sometimes uncovered as much as $25,000 worth of phony money a week in the holiday period. This year the total dropped to about $3,000 a week.

● Sugar Indictments

Six major sugar refiners were indicted by a federal grand jury recently on charges of conspiring to raise and fix the price of sugar for at least three years prior to 1973 in 19 western and midwestern states.

The six companies, several of them with notorious anti-union policies, were: The Great Western Sugar Co., American Crystal Sugar Co., Holly Sugar Corp., California and Hawaiian Sugar Co., Amalgamated Sugar Co., and Consolidated Foods Corp.

The Justice Department, meanwhile, filed two companion civil suits aimed at prohibiting the companies from exchanging price information. The indictments followed a year-long federal probe of pricing practices in the $2.5 billion sugar market in the United States.

The U.S.S.R. has announced plans to import chewing gum from the United States. In the past, Soviet police have taken action against youngsters begging gum from American tourists. Chewing gum was considered a bourgeois practice that hurts the teeth.

● Teenage Drinking

The National Highway Traffic Safety Administration says there is an alarming amount of drinking and driving among a large, mainstream group of youth in the United States.

In fact, according to a study for the agency, it was found that high school students are in contact with alcohol-related situations almost as often as adults are today. So far, it has been found that neither scare tactics nor legal threats discourage teenage drinking and driving.

Alcohol was involved in half the nation's 54,600 traffic fatalities during 1973.

● Space Launchings

The United States civilian space program has 24 launchings scheduled for 1975—14 more than last year and close to the record-setting years of the mid-1960's.

The most prominent launching this year will be the 3-man Apollo spacecraft which will go up in July as part of a joint American-Soviet rendezvous mission.

Among the remaining launchings, according to the National Aeronautics and Space Administration, are the two unmanned Vikings intended for landings on Mars in 1976.

● Malpractice Crisis

The Department of Health, Education and Welfare is working on an emergency basis to make certain that the nation's physicians do not lose their malpractice insurance coverage.

The growing number of malpractice suits and the increasing size of court awards have led to a crisis situation in which some physicians are having difficulty obtaining—at any cost—insurance coverage for malpractice liability.

HEW Secretary Casper Weinberger said: "Physicians in at least seven states face the prospect of not being able to obtain insurance when their present policies expire."

HEW is drawing up contingency plans for some kind of federally sponsored backup insurance coverage for physicians whose insurance is canceled by private insurance carriers.

● Car Seats for Tots

The Department of Transportation issued a warning that about 1,300 child car seats sold in New York City, Philadelphia and Chicago in recent weeks do not provide adequate protection in crashes and sudden stops.

The National Highway Traffic Safety Administration of DOT said the seats were manufactured by *STOBAR Die Storchenmuehle* of Germany. The seats allegedly are too short in the back for tots weighing 40 pounds or more, failing to provide sufficient head and neck support.

Specifically cited were the company's seats with model numbers 6068 and 6078. Sale of the seats has been halted by the government and penalties assessed against the importing distributor.

● TV Repair Fraud

Consumers have a 25 to 50 per cent chance of being defrauded when they have their television sets repaired, according to a study for the Federal Trade Commission.

Test surveys in three areas found TV repair shop or service men doing work that did not have to be done and charging the customer anyway. The areas were Washington, D.C., San Francisco and New Orleans.

Ten of the 20 firms in both Washington and New Orleans charged for work that did not need to be done—such as replacing tubes that did not need replacement—and similar frauds occurred in San Francisco four of every 20 tests.

Highest repair prices were charged in New Orleans and averaged $20.76 compared with $16.72 in San Francisco and $16.65 in Washington, D.C.

● Collegian Job Future

The annual winter employer poll by the College Placement Council shows an expected 4 per cent decline in job openings for next June—the first decrease since 1971.

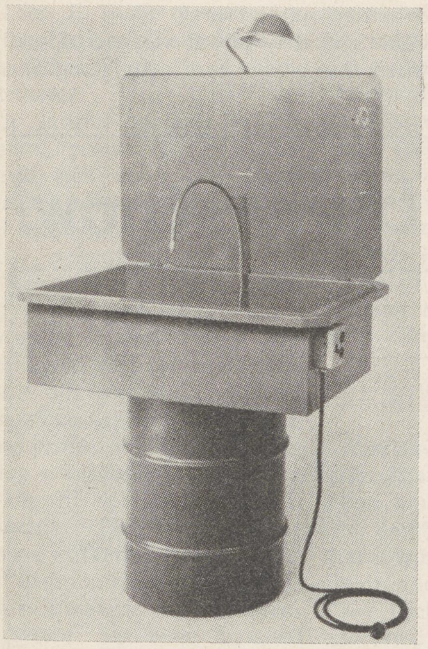
The poll unearthed only one exception and that was in engineering where there are expected to be 9 per cent more job offers.

A Boeing 747 jumbo jet recently flew from New York City to London with freight weighing a total of 244,666 pounds to set a world air cargo record.

WHAT'S NEW

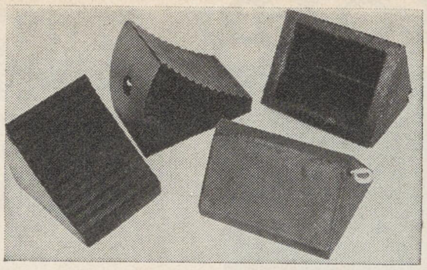
Dock Light

A new fluorescent dock light said to be portable, flexible and dependable has been announced. The light can telescope from 7 to 12 feet and lock into position as shown in the rear of this trailer.



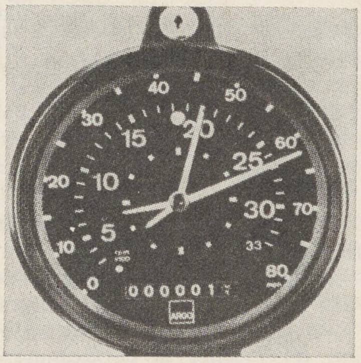
Parts Washer

A self-contained engine parts cleaner is now available. It fits on top of any 35 or 50-gallon drum and has a work light and a pump for the cleaning solvent. The cleaning solvent for this device is reportedly safe for all metal parts and does not irritate the skin.



Wheel Chock

A wheel chock of recycled scrap rubber is now available. The recycled rubber chock is said to withstand the elements better than those made from virgin rubber. Built to meet OSHA requirements, it is designed for maximum traction on practically any surface, wet or dry; will not cut or gouge tires if run over; has no metal cleats to tear up pavement; and is resistant to sun, salt, oil and ozone.

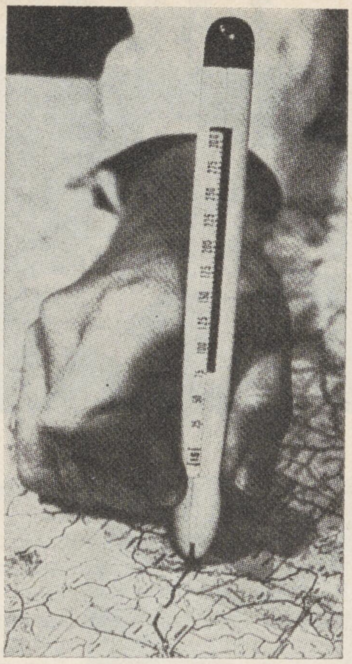


Tachograph

A single tachograph that records both miles per hour and revolutions per minute, and makes the installation of separate mph and rpm units in the same truck unnecessary has been introduced. It is available as a one-day model, and as a seven-day unit for longhaul work, the company says.

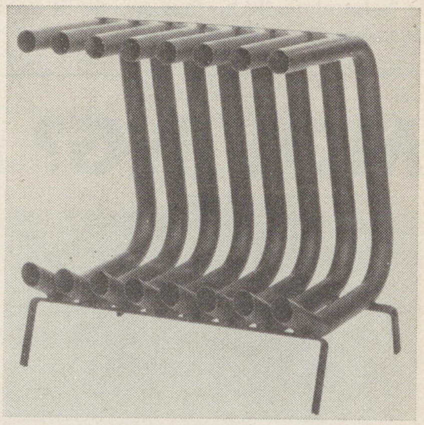
WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



Map Mileage Device

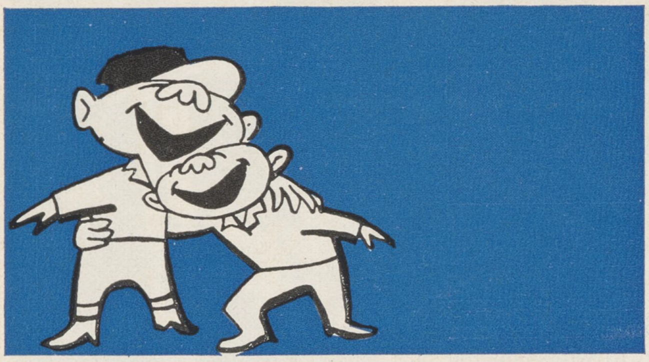
A pen-shaped device that reportedly can measure mileage on a map quickly and accurately so the shortest route to travel between two points can be taken to save fuel has been marketed. It works by setting the scale on the "Gas-Saver" to the same scale used on the map and tracing over the proposed route to determine exact mileage.



Fireplace Furnace

A unique tubular fireplace grate which performs like a "fireplace furnace" has been introduced. As fire is started on the grate, the air within the tubes is heated, moves upward and out into the room. Cooler air is drawn into the pipes at the lower openings. Engineering tests show that the heat output in the room is more than doubled," reports the manufacturer. In fuel shortages, the tubular grate provides a supplementary heat source.

LAUGH LOAD



Trouble Brewing!

Trucker: "Hey, bartender . . . I got an idea how you can sell twice as much beer!"

Bartender: "How's that?"

Trucker: "Fill up the glasses!"

A Ready Reply

Johnny: "I fell into a mud puddle." Mother: "What? With your new pants on?"

Johnny: "Yes, I fell in so fast I didn't have a chance to take them off."

Quick Thinking

Prospect being given a demonstration ride in a used car: "Say, what makes it jerk when you put it in gear?"

Salesman: "Ah, that proves it to be a real car. It's anxious to get started."

It All Takes Time

"I'm sorry to be late, Mom," said 10-year-old Jimmy, as he rushed home from school.

"Why were you late?" his mother asked.

"We were making a science display," Jimmy explained, "and at quitting time I had to finish the universe."

All Out of Step

A woman angrily jumped out of her car after a collision with another car.

"Why don't you people ever watch where you're driving," she shouted wildly. "You're the fourth car I've hit today!"

Give Him Time

John, a first-grader, returned home from school wearing an Indian-bead ring.

"Oh, how nice!" his mother observed. "Did you make that ring yourself?"

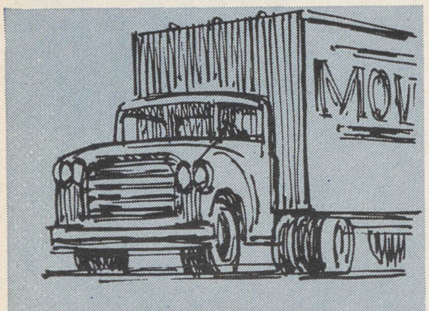
"Yes, I did," John replied. "It was supposed to be a bracelet—but I'm just a slow beader."

Friendly Argument

The judge looked at the two battered prisoners before him and observed: "It seems to me this matter could have been settled out of court."

"Shure, and that's exactly phwat we wuz doin'," replied Pat, "when this officer here cum along and stopped th' fight!"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME..

NEW ADDRESS..

....
City State Zip Code

OLD ADDRESS..

....
City State Zip Code

LOCAL UNION NO..

LEDGER NO..
(If unknown—check with Local Union)

NAME OF EMPLOYER..

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO
in Our Magazine

VOL. XXII *(From the February 1925 issue of the TEAMSTER)* **Number 3**

William Green Elected President of A. F. of L.

William Green, for many years secretary-treasurer of the United Mine Workers of America, was elected President of the American Federation of Labor by the Executive Council at its session held immediately after the passing away of President Gompers. Brother Green has been an officer of the Miners' organization continuously for over sixteen years. He served as a member of the Ohio Senate and, during one of his terms, was elected to act as President of the Senate by the membership of that body. His whole life has been devoted to the work of the American trade union movement. He is clean, able, honest and efficient, and has held the respect and admiration of those with whom he has come in contact during his long term as a public officer.

No other individual was nominated for the position at the Council meeting, and the writer feels that Brother Green is going to make good. There is much work for him to do. Harmonizing the conflicting interests within the Federation is one of the main tasks confronting the newly-elected President. Eliminating the work of following in the footsteps of literary frills and getting the Federation down to a sound basis of working toward the shortening of hours and organizing the toilers will be attempted during the coming year.

If the newly-elected President of the Federation does as well in his new office as he has done in the office previously held by him, there is no question but what his administration will be successful, and we should all get back of him and give him our full support and help in the great work in which he is engaged. If he does not make good it is not compulsory on the Labor Movement to hold him, or any other member, in office.

We wish him every success, and the International Brotherhood of Teamsters and Chauffeurs will do its share towards encouraging and helping the new President of the Federation.

P. O. Terror Policy Would Cow Workers

Washington — The "era of good feeling" in the postal service, created by Will Hays, when postmaster general, has been superseded by the dark days of Burlesonism, according to Thos. F. Flaherty, secretary of the National Federation of Post Office Clerks, in a public statement.

In various sections of the country postal employes are denied sick leave, the eight-hour law is ignored, and a general speeding up and terroristic policy inaugurated.

"Apparently not satisfied with having won its fight for a low-wage policy when the President's veto of the postal salary bill was sustained, the post office department is nullifying protective laws and instituting a veritable reign of terror in the service," said Mr. Flaherty. "The morale of the service workers is low and further demoralization is in sight."

Mr. Flaherty says a speed-up system has been installed in Chicago and post office inspectors from concealed overhead lookouts, maintain a constant espionage upon these workers to force their acceptance of the sweating system.

In New York the eight-hour day has been abandoned and overtime imposed, in plain violation of law.

Will Rogers Questions Child Labor Argument

Just now the papers are filled with attacks upon the child labor amendment. The men who employ little children say that it would be terrible for the children to grow up in idleness. They pretend to be so much interested in the welfare of the little children.

But a funny thing is that the children of these men who think work for children is such a good thing never work any.

There is a former Oklahoma cowboy, who now is on the vaudeville stage in New York, and writes humorous articles for the newspapers, who certainly told the truth about child labor recently. This man is Will Rogers.

Here's what he says about it: "If children don't do more for less, why is it they want to use them?"

"They only hire them because they pay them less for the same work than they would have to pay a man.

"No factory or farmer or anybody else hires a child because he is so big hearted he wants to do something for the child. He hires him because he wants to save a child's salary."

William Green

SEAMEN PAY HEAVILY FOR UNION DESERTION

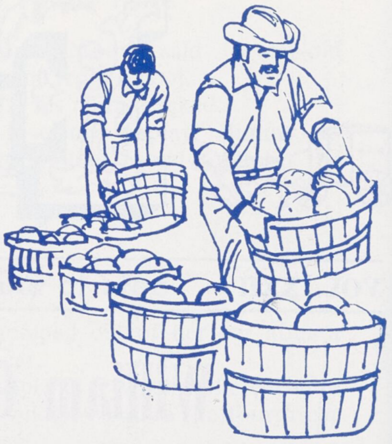
Washington. — "Dreaming never produced anything but a realization that it was all a dream," said Andrew Furuseth, president of the International Seamen's Union, in an appeal to non-union seamen to start the new year by returning to the trade union fold.

"You non-union men, who are helping the shipowners to take away all that we gained in a healthier day—when we did not expect things to come to us without effort—you, when you wake up, will find that you have slept with your door open, and that you have been robbed not only of all savings, but of your clothes," said President Furuseth.

"You had $85 to $90 in wages; you alone know what you receive now. You were paid overtime for overtime work; you are still working the overtime, and often more than ever, but the pay is gone.

"When you were deprived of your rights under the law the union was there to advise you and to protect you. Will you not now, in this new year, look at the facts as they are?"

Support the Nation's Farm Workers



BUY Lettuce

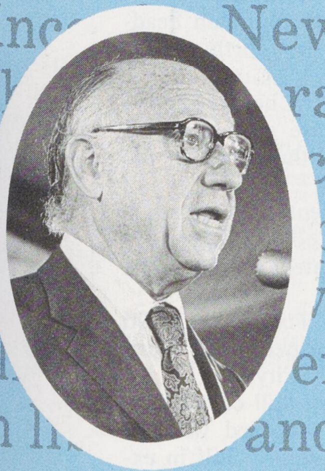
BUY Grapes

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
MARCH 1975

RESOLUTION ON UNEMPLOYMENT INSURANCE AND PUBLIC SERVICE EMPLOYMENT AND JOB CREATION

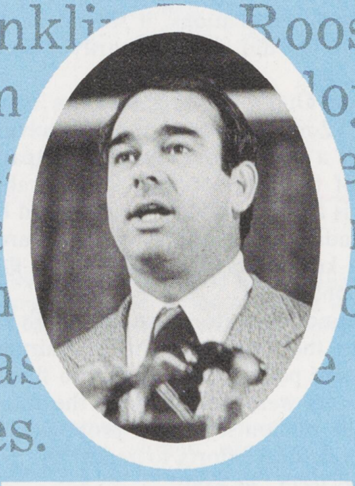
Frank E. Fitzsimmons

Murray W. Miller

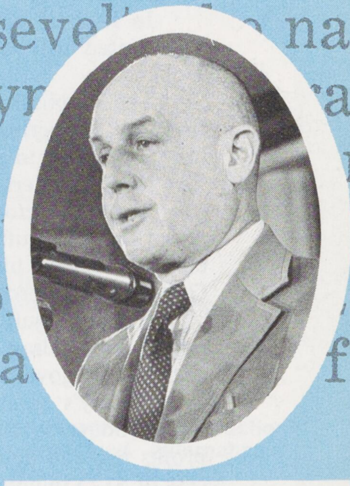


Sen. Jacob Javits
Republican—New York

Rep. Charles Vanik
Democrat—Ohio

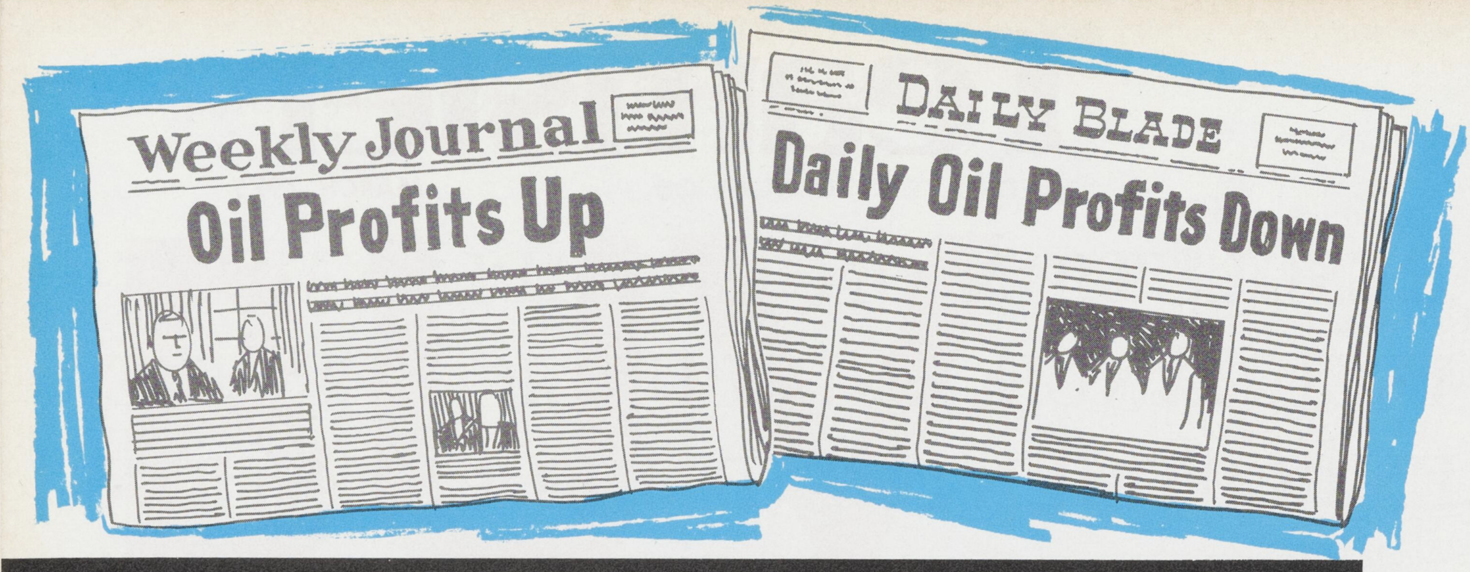


Rep. Stanton
Democrat—Ohio



William Seidman
Economic Advisor

Teamsters Adopt Five-Point Recovery Program



LABOR'S PLACE IN HISTORY

ONE of the trademarks of real trade unionism is that when union members and their elected officials are faced with a crisis mutual to all, they meet it in a mutual manner: They talk plain, hard and straight with each other.

While unionism has no lock on this type of communication, few other elements of our society ever dare to try it. In fact, the reverse is often true with those involved deliberately misleading themselves and the public.

A good example of this reluctance to face up to a situation may be found today in the business sections of leading American daily newspapers. The profits of oil corporations have become so embarrassing that the dailies are going along with the shell game and shading some facts.

Observers of newspaper credibility were amazed at the end of last January when both the New York (N.Y.) *Times* and the *Wall Street Journal*—considered among the top five newspapers in terms of editorial integrity—succumbed to oil pressure.

Triggering the newspaper miscue was an announcement by Gulf Oil Corporation about its profits for the fourth quarter of 1974 and for the entire year.

The *Times* headlined the fact that "Gulf Oil Profit Fell in Fourth Quarter." The story began:

"The Gulf Oil Corporation, the last major United States-based international oil company to report 1974 results, announced yesterday a drop of 19.6 per cent in net income in the fourth quarter *but an advance of 33 per cent for the full year.*" (Italics added.)

Seven long paragraphs later, the story headlined on the *Times* business page revealed more fully a fact hinted at in the first paragraph: "For the full year, Gulf's earnings totaled $1.07 billion, or $5.47 a share, the highest in the company's history, up from $800 million, or $4.06 a share, in 1973."

The *Journal* was equally guilty of this mis-handling of news. Its story began: "Two more U.S. companies, both international operators, reported profit declines for 1974's fourth quarter."

It was not until the fourth paragraph that the *Journal* then informed the reader of Gulf's good news in detail: "For the year, Gulf's profit jumped 33 per cent to $1.06 billion, or $5.47 a share, from $800 million, or $4.06 a share, in 1973. Revenue soared 82 per cent to $18.2 billion from $10 billion."

In fairness to both publications, it should be noted that each, in subheads beneath the main headline, hinted that Gulf Oil did extraordinarily well in 1974. But the emphasis was on the fourth quarter drop.

The emphasis on Gulf's startling business news might well have been expected to be reversed—with the staggering 12-month record profit receiving the initial attention. All the more so because in order for Gulf to set a record in 1974, the company must really have been raking in the dough in the first three quarters of the year to offset its miserable fourth quarter.

Another factor is that the public—as indicated by congressional reaction to constituents' complaints—is fed up with outlandish oil profits. It is in this area where the *Times* and the *Journal* come dangerously close to looking like keepers of the public image flame of the oil industry by deliberately toning down Gulf's 1974 record bonanza.

Even as Gulf announced its enormous profit of $1.07 billion (according to the *Times*) or $1.06 billion (according to the *Journal*), Gulf's chairman of the board, Bob R. Dorsey, issued some sharp criticism of government policies in a speech to financial analysts meeting in New York City.

Dorsey's comments were described by the *Journal* this way: "He warned that Gulf will cut its capital spending by $125 million if certain proposed tax-law changes are enacted. The proposed windfall profits tax and congressional efforts to repeal the percentage depletion allowance 'could cost Gulf in excess of $125 billion in 1975,' he said."

The *Times* and *Wall Street Journal* might better have begun their stories with some straight talk like this:

"Gulf Oil Corp., while reporting a company record for profiteering, tried to blackmail Congress with a threat to sabotage its own free enterprise goal unless the law-makers permit the profiteering to continue."

THE INTERNATIONAL
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OBSERVATIONS OF THE GENERAL PRESIDENT

IN THIS ISSUE of the International Teamster, we are presenting the dialogue and the action of the Teamster Emergency Economic Conference, held in Washington, D.C., February 12th and 13th.

The Conference was held to express the union's thoughts on what is needed to stimulate the economy and get Americans back to work.

The five resolutions adopted by the delegates represent areas of pressing needs. They were presented to the delegates upon the recommendation of the International Union's general executive board.

You will note in reading this issue that there was particular emphasis put on the need to revitalize our DRIVE program, which is the legislative and political arm of the International Union. Membership in DRIVE is voluntary, as unions may only use what is popularly called 'free money' to support candidates for federal office. And 'free money' can only be generated by voluntary contributions.

Also, particular emphasis came from speakers on the need for active participation by the rank-and-file members in politics at all levels, including precinct work, as well as voter registration and voting on election day.

One area where I would like to place the emphasis is in the area of communication. General Secretary-Treasurer Murray W. Miller told Conference delegates that the politicians and the economic advisors are not the only ones who know what is good for America.

I agree. But your knowledge of your particular job situation, your economic experience, and your views on the economy must be communicated to the decision makers.

One speaker said he found that Americans are angry. I say such anger should be expressed in letters to Senators and Congressmen. I say that jobless Americans should be writing demanding letters to their Congressional delegation, letting it know that putting Americans back to work is of great urgency.

So, while I view our Economic Conference as one of the most successful meetings this Union has ever held, it will be meaningless if the rank-and-file fails to respond.

You can respond by getting behind the DRIVE program, by becoming a member through your business agent or steward. You can respond by taking an active part in politics at the precinct level. And, you can respond in a meaningful way by writing those letters to Congressmen and Senators, demanding that they listen to you and take affirmative and quick action to save the American economy from total collapse.

Frank E. Fitzsimmons

Teamsters Present Economic Program at National Emergency Economic Conference

More than 700 Teamster representatives from across the United States were in attendance at the Teamster Emergency Economic Conference held in Washington, D.C., February 12 and 13, 1975.

RECOGNIZING that the United States is facing the twin threats of economic and social catastrophe, the International Brotherhood of Teamsters has forwarded to the White House and Congress its formula for attacking the causes—inflation and depression.

The formula was devised at the Teamsters Emergency Economic Conference held in Washington, D.C., February 12-13 under the leadership of General President Frank E. Fitzsimmons.

More than 700 delegates, composed of leading officers of Teamster affiliates across the nation, passed five resolutions dealing with the major economic and social problems of the day. There was but one dissent and that came on the energy resolve.

Delegate action followed speeches by Fitzsimmons, General Secretary-Treasurer Murray W. Miller, and several distinguished guests from Congress and the White House.

Each in his way considered the national erosion coming from staggering increases in unemployment, continuing inflation and a general slowdown in the economy.

Generally opposed to the President's economic program, the Teamster proposals favored a drastic turnabout in federal spending priorities.

They included:

—A realistic 52-week unemployment compensation program and creation of a half-million public service jobs by July 1st to help the nation's unemployed.

—Immediate control on prices buttressed by legislation providing catch-up wage adjustments so as to reestablish equity between purchasing power and the prices consumers are forced to pay.

—An energy program calling for democratic gasoline rationing without price increases, rather than Ford's proposed "rationing by price" to cut down consumption.

—A reduction in high interest rates through legislation guaranteeing government-insured loans at rates below commercial demands for the elderly, the poor and students.

—Tax relief and tax reform starting with a 12 per cent rebate with a $350 ceiling and no rebates for incomes of $30,000 a year or more; permanently reducing income taxes and doing away with the oil industry's depletion allowances and foreign tax credits.

In his address to Teamster leaders from around the nation, General President Fitzsimmons called President Ford "a sincere and honest man who seems to be a victim of a lifetime of economic beliefs which are out of touch with the times."

Fitzsimmons declared: "We don't want to hear any more rhetoric from the Administration. We are tired of hearing there is 'light at the end of the tunnel,' or that 'the recession is bottoming out,' or any other over-the-counter political hogwash designed only to placate the citizenry."

Fitzsimmons said the United States is in reality at war with depression, a war that should be fought with the same determination and urgency as the country has fought wars on foreign soil in the past.

General Secretary-Treasurer Murray W. Miller attacked most of the Ford economic proposals in his address to the delegates, insisting the government has failed to recognize that the country is in a depression well understood by the "10 million people out of work."

Miller declared that it was time for all Americans to say to the government, "You are not the only ones that know what's good for America."

Visiting speakers included: Sen. Jacob Javits of New York, Rep. Charles Vanik of Ohio, Rep. James Stanton of Ohio, and William Seidman, President Ford's assistant on economic affairs.

Sen. Javits emphasized that the U.S. cannot afford a depression either economically or socially and hoped there would come a time when American workers would have a bigger stake in capitalism.

Rep. Stanton said no group has a larger stake in the nation's economic crisis than the Teamsters, "the largest and most effective union in the United States."

Rep. Vanik said America is in an angry, discouraged mood and its people are searching for leadership even as they have an abiding faith that there is a way out of the mess.

Seidman made a valiant effort to defend the President's economic proposals with some of the very same rhetoric to which General President Fitzsimmons objected the next day.

In his speech which closed the conference, Fitzsimmons commented that he could not understand why the Ford Administration had not declared a national emergency in view of the urgency of problems stemming from inflation and depression.

Fitzsimmons urged the Teamster delegates to go back home and tell the membership what had taken place at the historic 2-day conference.

Full texts of the addresses given by the following conference speakers are published beginning on the designated pages:

— General President Frank E. Fitzsimmons, page 4.

—General Secretary-Treasurer Murray W. Miller, page 7.

—Sen. Jacob Javits of New York, page 29.

—Rep. James Stanton of Ohio, page 14.

—Rep. Charles Vanik of Ohio, page 21.

—William Seidman, President Ford's assistant on economic affairs, page 15.

Frank E. Fitzsimmons

Fitzsimmons Says Nation Must Treat Economic Crisis As a National Emergency

One of the great problems of our time is that there seems to be a famine of effective words and expressions which adequately describe the desperate condition in which this nation finds itself today.

How do you excite a nation when it has become so accustomed to a litany of bad news, that calls to action fall on cynical ears? And, certainly, this nation has been fed a daily diet of bad news over the past two decades.

I thought about this the other night, and I recalled another time when some of us in organized labor were concerned and I was called upon to express the concern from the speaker's rostrum.

It was back in 1969, in this city, when we discussed many of the problems which existed then and that have been magnified many times today. I told a story then which many of you heard.

That the same story is apropos today is a sad commentary on how little this nation has done over the past several years to come to grips with age old problems. The story went like this:

There was a poor chap lying on his back in an oxygen tent in a hospital. Into the room walked a priest who moved over to the bed and looked down on the poor fellow. As the priest stood there, the man in the oxygen tent made great efforts to communicate, but was able only to move his lips.

The priest realized the poor condition of the man and thought it was time to administer last rites. As the priest pondered the situation, the patient made a notion as if writing a note in the palm of his hand with his finger.

The priest sensed the man wanted to write a note and slipped a pad and pen under the oxygen tent. With great difficulty, the man scribbled a note, lurched and died.

The priest reached under the oxygen tent and got the note which said:

"You are standing on my air hose."

Well, I say to you today, that the high priests who formulate economic policy are standing on the national air hose. They are shutting off our economic oxygen, and this nation is about to suffocate from their efforts.

More than 10 million Americans are without jobs, or are working at jobs which keep them only one short step ahead of the undertaker. Many others fear this week's paycheck will be their last.

Add the chronically poor and the elderly to the list and the ranks swell to more than 20 million.

So there is a way to describe our situation today. It is described in old-fashioned terms of:

Hunger.

Despair.

Hopelessness.

Human tragedy and misery.

Those terms are still adequate and are still understood by persons of good will.

But how do we overcome a situation in which national leadership is the victim of its outdated beliefs?

How do we determine when good will is paranoia because of political miscalculations?

I don't know how, except through a diagnosis of common sense. What does common sense tell us?

For one thing, it tells us that you don't whip inflation by government action which increases the prices consumers must pay in the marketplace.

Common sense tells us that when the law of supply and demand no longer sets prices in the marketplace, you discard that old economic theory in dealing with new economic problems.

Common sense tells us that when energy resources are in short supply, drastic conservation measures must be the order of the day.

It tells us that if the distribution of wealth is so out of balance that our mass purchasing system no longer functions, the tax laws must be rewritten.

Just plain old common sense reasoning tells us that when the private sector of our economy no longer keeps Americans at gainful employment, then the Government must act swiftly and bold enough to become the employer of last resort. I thought we learned that lesson more than 40 years ago from Franklin D. Roosevelt.

Yes, I thought that simply because of the number of credit cards in our wallets that we had learned that the U.S. is no longer a cash and carry nation.

We haven't been for many years, and it doesn't take a Ph.D. in economics to know that high interest rates will bankrupt a nation whose economy is greased with credit.

Yes, common sense tells us that we didn't put men on the moon with horse and buggy technology, and we won't get Americans back to work with economic theories which are outdated.

And we won't get a damned thing done in this country until the well-fed and affluent decision-makers adopt the same sense of urgency which springs from an empty belly.

So what do we find?

We find upwards of 7.5 million Americans walking the street looking for a job when profits of big corporations defy imagination. Do you want an example? Well, take Exxon whose 1974 sales of $45.8 billion banked that oil giant a profit of $3.14 billion. What does that tell you about inflation and excessive profits?

For years, we in organized labor have been screaming about the high cost of borrowing money. A country desperately needing housing and jobs has seen the home building industry grind to a stop over the high interest rates. That's only one depressionary effect of high interest rates.

But that high priest of high priests, Arthur Burns, Chairman of the Federal Reserve Board, absorbed our pleas—not in his ears—but put them in his pipe, smoked them, and dumped the ashes on the national economy.

Now that the horse is long out of the barn, we see interest rates easing a bit, but they are still too high and inflationary on everything produced and bought and sold in this country.

Then comes President Ford, who is a sincere and honest man, who seems to be victim of a lifetime of economic beliefs which are out of tune with the times.

He proposes to conserve petroleum by raising the price of gas at the pump. I can only conclude that he never got the significance of his WIN button which stood for "Whip Inflation Now."

I ask the question: "How do you whip inflation by government action which raises the price of such a vital commodity?

Isn't it quite obvious that American consumers will simply cut in another area of the family budget to have money to purchase gas to get to and from work, regardless of the price? There isn't a worker in America who wouldn't give up a six-pack to buy gas to get to work.

For years—and even today—we are told that price is established in the marketplace—according to the law of supply and demand. There isn't a person here today who believes that baloney. The corporate robber barons long ago learned to break that law with impunity.

Price is established by price fixing through monopoly, and oligopoly, and everyone knows it.

Let's go once again to the well of common sense.

How do you stop inflation?

With Price Controls.

I have my own button. It says "NOW." It stands for: "No Other Way."

There is no other way than to face up to reality.

How else can we reestablish a balance between what a worker nets in his paycheck—if he has one—and prices he has to pay in the marketplace?

Political Wishing Tree

Why don't we face up to reality? Simply because politicians fear realistic action will turn voters off. Well, I believe that the first politician to come forth four-square with reality will become a national hero. Americans are ready and waiting for him. They've had enough of vacillation and double talk and forever hanging our national problems on a political wishing tree.

We talk about the unemployed and the underemployed. They aren't the only ones fighting with problems of inflation and depression. What about the elderly, those on pensions and social security and fixed incomes. Well, we read about them a couple or three weeks back. Stories told us how high prices were forcing them to buy dog food to eat because they couldn't afford groceries commonly found on the American dinner table.

Just to point out how fast we are going to hell in a hand basket, the stories in the newspapers tell us now that the poor and elderly can no longer afford dog food.

What did the Ford administration propose to do about that before the Congress stepped in? As inhumane as it sounds, it wanted to increase the cost of food stamps. I don't believe there is one single member of the Teamsters Union who wants to solve our economic problems on the backs and the misery of our elderly citizens.

If the Ford administration thinks this is the only way to keep our economy from going down the drain, then I say it is time for this nation to send a plain and simple message to the White House.

We are not anywhere near ready to abandon our poor, elderly, and retirees. And, by all that is holy, we are not about to go down the drain.

Well, that is a once-over-quickly on what is going on and how various people and the Government propose to solve our problems. We in the Teamsters have some ideas of our own and, after a thorough discussion of the problems by the delegates assembled here, we will have some resolutions.

But let's talk about the price-fixers for a moment. I use the auto companies as an example. However, I am convinced that they may be small potatoes in the price-fixing scheme if the truth is ever revealed on the operations of the multinationals and the conglomerates.

I recently addressed the high muckety-mucks in the grocery industry. And I had a message for them. I told them I believe it is about time in this country—either through Federal law or through collective bargaining—that representatives of labor sit on the board of directors of our big corporations. And I had something specific in mind.

I wonder if labor had representatives on the board of directors of Ford, GM, Chrysler, and American Motors, if those from labor would have forestalled the massive layoffs in the auto industry.

I can't help but believe that they would have insisted that the auto industry cut prices of their cars when the bottom fell out of the market during the energy crunch.

But what did the auto giants finally do? They came out with a phony rebate system. And isn't it surprising that all rebates are the same on comparable models from company to company. Does that tell you anything about price fixing?

The Energy Crisis

And isn't it strange that the buyer pays finance charges on the total price of the car before the rebate? Of course, it couldn't be related to the fact that the auto companies have financing companies of their own. Does that tell you anything about the do-nothing posture of the anti-trust division of the Justice Department?

And doesn't it tell you something about the need for price controls and price rollbacks? The auto giants know price controls will come when we face up to reality. And they keep the prices up—while giving rebates—so that when controls do come, prices will be frozen at the highest levels in this nation's history.

Changing the subject, at the expense of making the understatement of the century, we have an energy crisis in this country. Everyone knows that we are going to have to change our ways in this country. No longer can we burn gasoline as if there is no tomorrow. Yet, little has been done to cope with the situation, and it isn't as if there is no way to overcome it.

If we no longer have the energy to allow one auto for one commuter, then we have to devise a way to put many commuters in one vehicle. And there is a word for such technology. It is called mass transportation.

And I believe it is the only way for us to go. You can't change a lifetime of habit by slogans which promote car pooling.

The strange thing is that the technology for mass transit is developed and has been for a long time. Many of you have been to world fairs and amusement parks and seen the monorail transporting large groups of people, quickly and quietly and efficiently. That technology works to transport people to see Mickey Mouse and fair ground exhibits, and it can work to transport people to and from work.

We built an interstate highway system in this country when fuel was abundant. And I say we can build mass transit in this country in the same way, if someone in a position of leadership will step forward and lead the chorus. Funds could be generated in the same manner they were generated for our interstate highway system.

And auto workers could be put to work building the vehicles for mass transit.

But where is the will and the way? If the need for mass transit existed for the movement of troops, we'd do it, and we'd do it almost overnight.

There is another aspect of the energy shortage which must have been dreamed up in a Hollywood studio. It is the fantasy that oil companies must have excessive profits and tax dodges if they are to have the money to find new sources of energy. Well, a funny thing happened in Laredo, Texas, the other day. A natural gas well was brought in.

Even the experts and the technicians in the field are still wondering how big the find is. But they know that it's under Laredo, and that it extends into Mexico. Estimates are that it covers an area of 50 square miles. This important find of needed energy wasn't the result of the reinvestment of the excessive profits and tax dodges of the major oil companies.

No, it was an independent wildcatter who developed this field, after the oil majors said it would be too expensive to develop. And I say that the wildcatters exhibited the first example of free enterprise that we have had in this country in a long time. They risked their capital and now they will reap their reward.

So I say it is time to deliver the message to the oil giants, and we can do that by immediately and completely repealing their oil depletion allowance. And we'll say to them, all right, now you come aboard, and get next to our problems and help us solve them. And if they don't, I say it is time to nationalize the oil companies and get on with the business and the problems at hand.

I have only one other point to make. I want to get into what I think is an adjunct to our problems in this country.

I can't for the life of me understand why the Administration hasn't declared a state of emergency. If we were at war with a foreign enemy, we would recognize the emergency of the situation.

Well, I say we are at war. We are at war with inflation and with depression at the same time. For nearly 20 million people in this country, a real state of emergency exists. But the sad and stark truth is that we have never learned to attack domestic problems with the same determination and with the same will we muster to defeat a foreign enemy.

At times of war we can send the army engineers and the Seabee's into Southeast Asia and almost overnight lay down an airstrip to accommodate the largest bombers in the world. In time of war there is no end to our ingenuity and imagination, as we mourn our casualties and fight for supremacy.

Yes, when we set our minds to it, this nation sent man to the moon, and he was provided a support system to keep him alive in a very hostile environment. But we can't provide support systems for our people living right here on earth. Where is the will and the way when 10 million fight to eke out an existence in peacetime?

What about our concern and our mourning for the casualties of depression and inflation? What about our peacetime missing-in-action who have become so discouraged they no longer look for work and no longer show up in government statistics on the jobless?

Where is the urgency? That is a question I put to the 435 members of Congress who took their annual Lincoln Day recess, as usual, right in the middle of the battle.

I want each and every one of you to know that the International Brotherhood of Teamsters senses the urgency of getting Americans back to work. And we intend to put the pressure on until the job is completed.

We don't want to hear any more rhetoric from the Administration—we are tired of hearing there is "light at the end of the tunnel," or that "the recession is bottoming out," or any other over-the-counter political hogwash designed only to placate the citizenry.

And I want each and every one of you to know that your duty and responsibility is to carry the message of this conference out to all of America.

I say that we are at war with depression and inflation. I say we must wage that war with the same determination and urgency as we fight wars on foreign soil.

There is no other way than to face up to reality—than to take drastic action. More than 200 million Americans are waiting to enlist.

Thank you.

(Applause.)

R. V. Durham (at mike), director of the IBT Department of Safety and Health, addresses delegates. Left to right, VP Joe Morgan; Gen. Secretary-Treasurer Murray W. Miller; VP George Mock; Durham; David Sweeney, legislative director and conference chairman; VP Harold Gibbons; VP Weldon Mathis; General President Frank E. Fitzsimmons; and VP Roy Williams.

Miller Calls for Positive Action—'Right Now' to Save American Economy

Murray W. Miller

Mr. Chairman, my associates on the general executive board, and the delegates to this conference:

Yesterday we heard what I think were probably two or three speeches that covered the whole spectrum from the ridiculous to the sublime. It doesn't take much for me to recall the ridiculous because I think some of the proposals that Mr. Seidman was sent over here to discuss with us were about as ridiculous as you could get.

I'm not too sure about the sublime, because you must remember that we had two of the best in Congress to address us. In our judgment we had probably one of the best Senators in the Senate and one of the best congressmen in the Congress.

I don't know what would be the reaction if we lined up the whole congressional delegation and piled them in here before this microphone and let them talk to you. That might be as ridiculous as the friend from the White House.

But at any rate they covered the subject matters.

What I would like to do this morning is to discuss a little bit about what our organization's position has been and is today, and be as brief as possible because our General President is going to make the principal address of this conference.

Some time ago I had the opportunity to represent this organization at two summit conferences. One of those was a labor conference at the White House, and the other was the big summit at the hotel. I was permitted to give the International Union's position on these problems. In those papers we emphasized that we considered high interest rates the prime cause of inflation rather than a solution to the problem, as some of those economists were advocating.

We believe that a first positive step in fighting inflation would be for the government to immediately relax its tight money policy. (Now I am talking about our position on September 11 and September 27).

We said that anti-trust laws must be vigorously enforced. Combines and restraint of trade must be broken up, and price-fixing must be wiped out.

We said this is the most practical way of breaking the insidious influence of the oil cartel, and surely after yesterday there can be no doubt in anybody's mind that there are oil cartels. They want to talk about monopolies in this country—they need look no further than right there. These people control the price of the commodity and they affect the ultimate byproducts of the oil, unfortunately. They have escalated the prices in the American economy to the detriment of our industry and our way of life.

This organization is on record with respect to control.

We said to the President of the United States and his think tank group we believe a series of price rollbacks are necessary where profits and prices have been exorbitant, not rebates in the sense they are being applied today. While they may be, and I am questioning it, an inducement to buy the products, the prices are still at an exorbitant high.

We predicted at those conferences, quote: "Failing a return to economic reality, a crippling depression is sure to follow." Well, by golly, if we don't have a depression today, I don't know what we've got. The word recession is for the birds. We've got a depression. It might be a recession to the guy who is working, but it's damn sure a depression to the 10 million people that are out of work.

(Applause.)

We were critical then, and we are critical now, of those in the government suggesting that the consumer buy less to combat inflation. Let me stop right there. At that time—it's popular in Washington now to say "during that time frame"—the President was out touring the United States saying, "Don't buy. Buy less. Save your money."

Well, that's exactly what we did. Yesterday Mr. Seidman said what caused this recession is the fact that you people have quit buying. Well, we followed our leader. He told us to quit buying, so we quit. So what happens? We've got a depression.

Now, after those meetings were adjourned—and we had there Greenspan and Simon and Wright Patman, and Arthur Burns—Burns had the guts to say to the press he heard nothing new. Well, of course, he heard nothing new. He doesn't listen to anybody.

Immediate Steps Needed

Do you know how Burns got to be chairman of the Federal Reserve Board? It's a big job. It's probably one of the most powerful jobs in the country, in the world. Well, let me tell you. Burns was on the White House staff of President Nixon during his first Administration. No doubt he's a brilliant economist. But he was such a failure on that staff that Nixon kicked him upstairs to be Chairman of the Federal Reserve Board where he was in a position to put this country in the financial crisis it's in today. And that's how he got there.

Now, anybody questions that I think we have got adequate proof to satisfy him.

Others in the Administration responsible for economic policy are apparently of the same mind. But the nation and this organization—our members—know that something is new whether they heard it or not.

We know that immediate steps must be taken to bring about a recovery of this economy. If it is agreed that the fiscal policy of this nation is largely responsible for the state of confusion, of suppression of housing, suppression of capital investments—how can it square that when interest rates recently declined. They were deemed by the Secretary of the Treasury to be fiscally improper and would no doubt raise to a more effective higher level in the near future?

We've got one government representative on one hand saying to you that the rates must go down and will go down, right? We've got the Secretary of the Treasury saying they will not go down, they will go and they must go up.

No wonder we are confused and bewildered and would follow a truck down the highway, as the man suggested yesterday. And I suggest that truck has a hell of a lot more sense than some of these think-tank people.

They predict 10 per cent unemployment. I think it's a realistic figure. What do those guys do? They are like generals plotting a battle in a war. They go back in their room and they play with their graphs and their charts. They put dots on cardboard which represent human beings. The generals sit there and they plan this battle and they say: "Well, now, this is going to cost us 30,000 men, probably, but, hell, it's worth it, let's go." Sure, they're not going to get shot.

So here we got these people sitting in the back rooms saying, "We've got to have 10 million people out of work to solve inflation." Well, by God, they are solving it. We aren't going to have any money to spend anyway.

Truman at one time, years ago—some of you young kids can't remember—said if you can't stand the heat, get out of the kitchen. Well, I say President Ford better sweep his kitchen clean. Advisers with a practical knowledge of America must be obtained to get honest direction of policies and not exclude the millions of citizens from the true understanding of our economic system.

Open Up Government

Let me digress a moment. Sometime again back in the days of the first Nixon Administration—when all these people were brought in, including Arthur Burns—they were having a session one day, and one of them got a brilliant idea. He said, "We've got to call a spade a spade." And one of them there said, "Well, you better go work with a spade before you call something a spade, because you don't know what a spade is."

And that's exactly what's wrong over there today. They don't have people who ever worked or know what it means to work. Oh, sure, they're brilliant people, but they don't know the problems of the working man. How in the hell are you going to know the problems of the working man if you never worked a day in your life?

Instead of the President running around this country meeting with Governor Briscoe down in Texas to talk about how much more money he can get the oil people so that their lobby can put more pressure on congressmen, he ought to be going around having townhall meetings with the working people.

(Applause.)

We did, and we now call for, an opening up in the processes in this government—a sunshine law—to open up the secret deliberations of organizations such as the Federal Reserve Board and its sacred cow, Chairman Burns.

Now, if some of you people don't know what a sunshine law is, it means that they've got to have their meetings out in the open. They can't get behind the closed door and you don't know what happened; and that's what they do, that's the way they operate under the law.

So that the public is made aware of their mechanisms to control, I propose legislation to place Arthur Burns and the Federal Reserve Board under the direction of Congress where it belongs.

We have had enough secret organizations in this country, including the CIA. And by the way, when they were talking about the CIA and the FBI yesterday in a jocular way—I don't. They scare the hell out of me, and I don't mind telling you so, the way they are operating.

We are for rigid enforcement of the anti-trust laws to eliminate the dominance of these oil cartels and their stranglehold control of the economy of this nation.

To illustrate the attitude of the present Administration, John Sheehan, a member of the Federal Reserve Board, in his approach to the enforcement of anti-trust legislation suggested "extension of the anti-trust prohibition to all industrywide unions." Oh, not the source of the problem; not the people that are violating every anti-trust law in the world, but the unions. That's a member of the Federal Reserve Board. In other words, his simple remedy to the problem is to cripple unions, force them out of existence, because the working man won't make so much money then—he won't have too much to spend, we won't have any inflation problem.

Hell, no! We will have a worse depression!

Further illustration, again, the Administration's position I am talking about. Mayo Thompson, he's a member of the Federal Trade Commission, a powerful group of people. In a speech delivered down at Texas A&M University he said:

"Membership in a particular union should be limited to the employees of a particular business organization, a limitation that would mean that every industry would have the same number of unions as it has business firms." The guy's gone back to the twenties when we didn't have unions. It wouldn't only cripple our economy; it would cripple the base of the American trade union movement, and our union in particular, and don't you think they don't shoot at us for that reason. And it would further diminish any ability to continue the advocacy of responsible policy and programs that better the role of the American consumer—working men and women—and the continuation of our free society.

Plight of Membership

This is a time for leadership, real leadership! A time to challenge the process that appears disinterested in our well-being. What we need is another Harry Truman.

(Applause.)

Do you know that President Ford recently expressed publicly his admiration of Truman and stated that some of his actions would be patterned after Truman's policies? Can you imagine such a statement coming from that man? He wouldn't know a Truman policy if it bit him.

(Applause.)

And I say if his actions today are patterned after President Truman, Harry Truman will surely turn over in his grave. If Truman were here today, the first thing he would do would be get rid of the economic advisers who are living in a vacuum.

I'm no economist, thank God. I'm not a very good politician. I'm just another Teamster who happens to be fortunate enough to be your Secretary-Treasurer, and I've been a Teamster all my adult life, really, I guess, all my life. And I think I know what's going on in the country. I've talked to the leaders of our local unions regularly, our joint councils, our conferences, and our rank-and-file members. I'm aware of the problems that confront our organizations and the plight of the membership.

With that background I think it's imperative that something be done in a positive way and right now, not April 1st—now. Your participation here today is a valuable part in the continuing momentum of this organization. What we need is action, and you're the guys that can produce it. We are tired of listening to eggheads who haven't solved a single, solitary problem yet and never will!

(Applause.)

We have a responsibility as a labor organization to insist on change, a redirection of policy, to get this country back on the track. Today there is confusion and despair among the working men and women of America who seek to provide income and security for their families.

Undoubtedly, there is going to be much more despair and concern within the millions of unorganized workers not represented by a labor organization that can be an advocate on their behalf. The time to organize them is now, to bring these people, their thoughts, their concerns under the framework of this International Union. And you, as a delegate to this meeting, you must share that concern and you must do that organizing.

Redouble Organizing

When we leave this meeting we should redouble our efforts to organize and make the processes of our organization available to launch programs that will solidify the working men and women of this country. Let's show them the type of leadership that the Teamsters can and always have demonstrated. Sure, in unity there is strength, and where there is strength our voices will be heard in this Administration.

What did the congressman tell the delegates yesterday?—We had a hearing, the Ways and Means Committee; it was open; where in the hell were you? He's right. We've got to unite on the political field just like we do in an organizational field, and we've got to make those characters over there understand that we represent one of every 100 persons in this country and we're going to be heard.

What's Good for America

We find that through the tough times—and this is going to be one of them—we've held our ranks and we've stood together, shoulder to shoulder, showing the way to the rest of the country and the rest of the labor movement that we are determined to have our voices heard.

We stood together through thick and thin, even when we were alone, and, brother, we were alone. I don't think we are so alone any more.

Let me say in closing that one of the problems in this country that we haven't discussed, a lot of people haven't thought about. We talk about the elderly, the poor. We talk about them eating dog food. Nonsense. They can't afford dog food. I know, I've got two dogs. They can't afford it.

We had a survey made in one of the major cities in the United States. We found married couples, retired, owning their own home, no mortgages, nothing. They couldn't live in them. Why not? Because they couldn't pay for the utilities. They couldn't pay the taxes and buy food, so they had to get out of their homes and get rid of them, even though they never owed a dime.

What a deplorable situation. We know that. Does the Administration know that? I doubt it.

So I think we ought to say to this Administration: "Mr. President, Mr. Secretary of the Treasury, Mr. Burns, you are not the only ones that know what's good for America."

Thank you.

(Extended applause).

Invocation

by

Al Johnson

Local 728

Our Father, we are grateful this morning for this day that You've given to us, for the freedom that we enjoy in this nation to assemble ourselves together, to discuss our problems as a labor union.

Father, we are conscious of the fact this morning that we have problems in this nation as never before, and as never before in history we have a need for leadership in this country, Father, which would be doing things in accordance with Thy will, and this morning we pray for our President and for the Members of Congress and those in high places of authority; we pray that You would help them find solutions to the problems that beset us as a nation.

For these men, and for the leaders of our great International Union, Father, we pray, and we are grateful for these men and for their concern and the fact that we have come together in such a manner as this to do what we can to help reach solutions for the problems that beset us.

So we pray this morning for our leaders—of our Union and for these men who are assembled here together and for the families that they represent. And Lord, we pray that our efforts will be blessed from on high.

Forgive us our trespasses against Thee, for we ask it in Jesus' name, and for His sake. Amen.

Teamster Resolutions Offer Solutions

Editor's Note: The more than 700 delegates to the Teamster Emergency Economic Conference in Washington, D.C., February 12 and 13th, adopted five resolutions recommended by the Teamster General Executive Board. The resolutions dealt with Energy, Economic Controls, Tax Reform, Public Service Jobs and Job Creation, and High Interest Rates.

Each resolution, in its entirety, is published directly below:

Resolution on Energy

"Equitable distribution of energy is the single most important factor in this nation's fight against inflation, depression and petroleum captivity.

"Such equitable distribution is paramount to the conservation of energy, thereby making the United States independent of foreign sources for petroleum products.

"Many proposals to accomplish such an objective abound. One such proposal is the Administration's imposition of a $3 per barrel duty on imported oil. In the opinion of the International Brotherhood of Teamsters, this is the least desirable and most unworkable scheme in circulation.

"The theory behind the Administration's plan is that increased prices will discourage the consumption of petroleum products. Such a theory is fraught with error in two regards.

"First, while organized labor in general and the Teamsters in particular consider putting Americans back to work this nation's number one priority, another consideration cannot be forgotten.

"That consideration is inflation. We in the International Brotherhood of Teamsters know that the nation cannot successfully fight inflation by government action which raises prices in the marketplace. Any scheme which places a higher price on energy must be disbanded with dispatch. Price rationing falls in that category without question.

"Secondly, such a theory is self-defeating in the conservation of fuel, because even at a higher price, Americans must purchase necessary gasoline to get to and from work and to other places where they must seek the necessities of life. Because of this, higher prices for gasoline will only force them to take items out of their budgets in other areas and allocate them to the purchase of gasoline.

"An alternative to price rationing of energy is physical rationing, and what seems like a workable plan of physical rationing has been advocated.

"That plan calls for gasoline rationing with the issuance of coupons for essential driving to each licensed driver 18 years of age or over.

"It provides that those who do not use their ration can sell surplus coupons on the white market.

"Additionally, the plan calls for the purchase of coupons over and above the initial issue for essential driving, but such additional purchases will be heavily taxed.

"In such a system of physical rationing, business consumption of fuel must be at full allocation if we are to put Americans back to work.

"The physical rationing of gasoline meets the tests of equity. Price rationing, such as proposed by the Administration, fails the test of equity because higher prices for gasoline can be met with little sacrifice by the rich, while the poor, the elderly, and the working class of Americans would have to sacrifice other essentials in the family budget to purchase needed gasoline at higher prices.

"We address ourselves here only to the immediate problem of energy conservation in an equitable manner. Yet, we must recognize the following:

"1. That technology is now available to convert coal to gas. Yet, progress in this regard is seriously hampered—in spite of our vast coal resources—because most coal and coal research and development is controlled by major oil companies.

"2. The necessity for a Project Manhattan program—carried out by Harry Truman for nuclear development during World War II—to develop maximum capability to produce synthetic oil and gas at the earliest possible moment.

"3. That independence from importation of foreign energy can only be achieved through conservation and development of new domestic oil wells, making it mandatory that urgency be placed on drilling on the Continental Shelf, under government control to insure that new wells are not capped by oil majors, hoarding needed energy against the possibility of higher prices.

"THEREFORE BE IT RESOLVED THAT: The International Brotherhood of Teamsters goes on record in favor of physical rationing of gasoline without a price increase as the most equitable system of fuel conservation.

"BE IT FURTHER RESOLVED THAT: The affiliates of the International Brotherhood of Teamsters and their members urge the Congress of the United States to immediately pass the legislation needed to implement the physical rationing of gasoline in the manner previously described in this resolution.

"All funds generated by taxes on luxury driving should be earmarked as seed monies for financing a national program of mass transportation systems as a further measure to conserve fuel.

"BE IT FURTHER RESOLVED THAT: A program of decreasing quotas of foreign oil imports be implemented and administered by the Federal Government in line with the decreased consumption of fuel resulting from the physical rationing of gasoline.

"It must be paramount to any system of quotas that the New England area, now without a single refinery or any local domestic fuel resources, be protected against shortages.

"AND, BE IT FURTHER RESOLVED THAT: The International Brotherhood of Teamsters immediately urges the Congress of the United States to negate President Ford's imposition of a $3 duty on the importation of foreign petroleum with proper legislation.

"AND, BE IT FURTHER RESOLVED THAT: The International Brotherhood of Teamsters specifically rejects the Administration proposals for the deregulation of natural gas, the decontrol of 'old' oil, the excise taxes on crude oil and natural gas.

"AND FINALLY, BE IT RESOLVED by the International Brotherhood of Teamsters that the Congress of the United States pass legislation requiring the nation's auto manufacturers to produce, according to a reasonable timetable, combustion engines which increase efficiency in fuel consumption by at least 40 per cent."

Resolution on High Interest Rates

"The United States has not been a 'cash and carry' nation for many, many years. We could never have achieved our present standard of living on a cash and carry basis. Homes must be financed. Autos must be financed. Appliances must be financed. Almost the total of the Gross National Product is the result of financed purchases of goods and services."

"Installment buying in the United States is a necessary way of life, if consumers—unable to amass capital in amounts necessary—are to keep the nation's economy humming.

"Necessarily, financing of installment purchases requires the payment of interest rates. Government must pay interest on money it borrows. Businesses must finance expansion projects, replacement of depreciated plant and equipment.

"With the exception of the energy shortage, the most single factor in the runaway inflation rampant in this country today is high interest rates.

"Not only have high interest rates been the number two culprit in our inflation difficulties, they have also been responsible for the depressed state of our economy.

"The classic example of this depressionary effect of high interest rates is the catastrophic condition of the housing industry today, and as an adjunct, the sad state of industries which are satellite to the housing industry.

"Despite the pleas and protestations of the leaders of organized labor and many consumer groups, the Chairman of the Federal Reserve Board refuses to turn up his economic hearing aid and listen.

"While deafness is the crippling disease at the Federal Reserve Board, the President's economic advisers are similarly afflicted. Yet, their disease is an affliction which prevents them from taking a cue from history.

"During the period from 1952 to 1960, this nation went through three recessions directly the result of the tight money policy and high interest rates.

"In recent months we have seen an easing of high interest rates as the crescendo of consumer opposition has mounted new heights. But an easing of interest rates is not enough considering the unbelievable rates to which they have climbed.

"If the pants of depression are to be taken off, the interest belt must be completely unbuckled, allowing them to fall in the neighborhood of 6 per cent which the going rate was when the economy of this nation enjoyed its greatest prosperity and its greatest period of stability.

"In a period of gloomy prospects, there is a glimmer of light shining in the halls of Congress, where movement has begun toward legislation to lower interest rates.

"THEREFORE BE IT RESOLVED THAT: The International Brotherhood of Teamsters goes on record for legislation which would guarantee availability of government insured loans for the elderly and the poor and for students at an interest rate below commercial demands for interest on notes.

"BE IT FURTHER RESOLVED THAT: The Congress of the United States mandate the Executive Branch, through the Federal Reserve Board—according to existing legislation—to allocate credit to industries where the employment impact will be highest. Housing and construction of all types are directly dependent upon borrowed money and the Federal Reserve Board must allocate credit at reasonable rates to these industries and not allow scarce funds to be given to speculators.

"AND, BE IT FINALLY RESOLVED THAT: The International Brotherhood of Teamsters believes that the outflow of capital and jobs from the United States must be stopped. Controls must be placed on the outflow of available credit by multinational conglomerates and banking corporations."

Resolution on Tax Reform

"Recent days have shown us that while working people's real income has decreased, the Federal tax laws—enacted in good times—stand like an evergrowing mountain that has to be climbed every April 15.

"The obvious solution is immediate tax relief. What then? Tax reform! Yes, in healthy doses to those who won't share the burden. In a recent Congressional study, 10 major companies were shown to be paying their taxes at an effective rate of zero per cent. This was done in the face of some $976 million in profits.

"With respect to tax relief, a number of proposals have been set forth. The Administration has a plan, but it favors the rich. The Labor-Management Advisory Committee has a plan, but it doesn't go far enough. Congress has a plan but it changes from day to day.

"We have proposed a tax relief package which, if enacted, will salvage some of the losses working people have endured over the past two years. Our goal is relief of over $25 billion, to stimulate the economy and put Americans back to work.

"In addition, we believe tax reform should begin where abuses are the most apparent and extend throughout the entire structure. If, for example, the depletion allowance for major oil companies was not shot through with abuse, it still would be humorous.

"On the other hand, there are, in our view, areas where the tax laws can be useful to corporations in getting the unemployed back to work.

The investment credit is an example of such a device.

"THEREFORE BE IT RESOLVED THAT: The International Brotherhood of Teamsters urges the Congress of the United States to:

"1. Enact an emergency tax rebate program amounting to 12 per cent of 1974 tax liability with a full rebate to those who have paid less than $150 in taxes. The maximum rebate would be $350 and there would be no rebate for those families with gross incomes over $30,000 in 1974.

"We urge that the rebate be paid as soon as possible.

"2. Permanently reduce personal income taxes beginning on January 1, 1975, by granting a $70 tax credit per exemption, plus a 5 per cent cut in the tax remaining after the exemption credit, with a maximum cut of $375 per return as recommended by the Labor-Management Advisory Committee.

"The payroll tax should be revised downward to reflect the tax cut effective March 1, 1975.

"3. Remove totally the oil depletion allowance and foreign tax credits for U.S. oil companies, adopting instead, a realistic approach to granting tax incentives or subsidies to businesses which realistically promote and develop new sources of energy.

"4. Provide a $5 billion cut in corporate taxes, by permanently increasing the 7 per cent tax investment credit to 12 per cent and permanently increasing the present 4 per cent investment tax credit for utilities to 12 per cent, each on business investment in equipment and machinery in the United States.

"5. Close traditional loopholes through which the wealthy and big corporations (including corporations operating multi-nationally) escape all or an equitable portion of the tax burden.

"6. Attach a sense of urgency to a tax reform consistent with the desperate straits in which we find the American economy today."

Resolution on Economic Controls

"The most significant measure of the dilemma of the American consumer in his fight against inflation has been provided by the U.S. Department of Labor's Bureau of Labor Statistics. That report says:

"Labor costs per unit of production have risen more in the last year than at any time since the Federal Government started keeping records in 1947.

"Yet, the Bureau reported, labor still came out a loser to inflation. Also, for the first time since 1947, the average worker's 'real' hourly compensation—wages plus fringe benefits after allowing for inflation—declined in 1974.

"Labor's efforts to keep up with inflation in collective bargaining failed as 'real' compensation per man hour declined 2.1 percent.

"Government figures document that because of double digit inflation, purchasing power today is lower than it was in 1965.

"Such statistics are applicable not only to working Americans, but in a magnified way are applicable to the poor, the jobless and the elderly living on pensions and social security. The cruel and insidious thief called inflation has come down hardest of all on this helpless group of Americans, living on fixed income or no income at all.

"The Administration has declared inflation to be Public Enemy Number One, albeit the present Administration shift of attention to the astronomical unemployment and depression of our national economy.

"Using the Consumer Price Index as the only available measurement of the magnification of inflation, the following statistics paint a frightening picture of the decline in purchasing power:

"(Inflation since 1965 as measured by the Consumer Price Index)

1966	2.9 per cent
1967	2.9 per cent
1968	4.2 per cent
1969	5.4 per cent
1970	5.9 per cent
1971	4.3 per cent*
1972	3.3 per cent**
1973	6.2 per cent***
1974	11.0 per cent****

(NOTE: From December 1973 to December 1974 the inflation rate ran 12.2 per cent and is running even higher now.)

* Phase I, a 90 day freeze on wages and prices.

** Phase II, strict controls on wages and prices, but profits continued to rise.

*** Phase III, limited controls on prices with 5.5 percent wage guidelines still in effect.

**** All wage and price controls ended April 30, 1974.

"As these statistics and attendant footnotes reveal (even with ineffective controls on prices and no controls on other forms of income), controls were very effective in holding down the Consumer Price Index.

"With limited controls on prices in 1973 inflation jumped nearly 3 percent.

"And in 1974 with no controls, inflation ran at 11 percent and labor lost out to inflation even with substantial gains at the bargaining table.

"Teamsters have taken an unpopular stand on controlling inflation. Teamster General President Frank E. Fitzsimmons first spoke out in August 1974 calling for a 90 day freeze on all financial transactions, to shock the nation into the reality that inflation was taking the nation down the road to depression.

"In September 1974, General Secretary-Treasurer Murray W. Miller presented the official Teamster position in two economic 'summit meetings' at the White House in Washington, D.C.

"Each time, Miller spoke out for price rollbacks where profits and prices are excessive. 'How else,' he asked, 'can we establish a balance between purchasing power and prices in the marketplace?'

"In January 1975, President Fitzsimmons, in an address before the Supermarket Institute, further articulated official Teamster policy. He called again for price controls and rollbacks where prices and profits have been exorbitant. Further, after the implementation of price controls, he called for wage catch-ups and adjustments to bring purchasing power in line with prices in the marketplace. Then, when such a balance has been achieved, he conceded that some form of wage controls may be desirable.

"Getting America back to work is this union's first priority. However, it will be of little value to put Americans back to work only to have them once again tossed into the depths by runaway inflation.

"THEREFORE BE IT RESOLVED THAT: The Congress of the United States recognize that during the period of previous controls that wages were held within the guidelines and were not the cause of inflation either during the control periods or after controls were abandoned.

"BE IT FURTHER RESOLVED THAT: This Conference petitions the Congress of the United States immediately to enact controls in the following manner:

"1. An immediate control on prices, granting authority to the Council on Wage and Price Stability to roll back prices in each case where they have been excessive and where they have generated excessive profits.

"2. Such legislation must provide for wage catch ups and adjustments to reestablish a balance between purchasing power and prices consumers must pay in the marketplace where they buy goods and services.

"BE IT FURTHER RESOLVED THAT: The Congress of the United States, when a meaningful balance between purchasing power and prices has been established and when American workers are again employed, should use the ratio between prices and purchasing power as a guide in any controlled restraint on wages."

Resolution on Jobless Benefits And Public Service Work

"Until the millions of Americans presently out of work are once again gainfully employed, and the possible millions more who are threatened with the loss of their jobs by outdated fiscal and monetary policies are secure in their jobs, we must provide adequate standards of income maintenance.

"Since the New Deal of Franklin D. Roosevelt, the nation has had a federal-state system of unemployment insurance, and in past recessions, we have seen the Congress enact extended unemployment benefits. In recent years, the concept of the 'government as an employer of last resort,' or public service employment has won wide acceptance from both liberals and conservatives.

"The jump in the unemployment rate from 7.2 percent in December 1974, to 8.2 percent in January 1975, is shocking. At least 7.5 million Americans are now unemployed and the Administration has forecasted unemployment at 8.1 percent in 1975 and possibly 7.9 percent in 1976. We specifically reject the notion that unemployment must remain at those unusually high rates but we recognize the fact that unless the Administration's fiscal, monetary, tax and energy policies are revised, their unemployment forecasts may be too low.

"With unemployment at its highest rate since the Great Depression finally ended in 1941, and with even the Administration economists forecasting even higher rates in the next few months, we must take immediate action.

"THEREFORE BE IT RESOLVED: That the International Brotherhood of Teamsters believes that the present federal-state system of unemployment insurance must be modernized. We ask the Congress to enact minimum federal standards calling for 52 weeks of unemployment insurance at ⅔ of the state's average weekly industrial wage by June 1, 1975. On January 1, 1976, the benefit maximum should be raised to 75 percent of the state's average weekly industrial wage and raised to 100 percent by January 1, 1979. No significant occupational group should be excluded from coverage.

"BE IT FURTHER RESOLVED: That if the unemployment rate is greater than 6 percent on January 1, 1976, an additional extended benefit period of 26 weeks will be payable to the unemployed.

"BE IT FURTHER RESOLVED: That the Teamsters support the concept of public service employment with the provision that workers are not laid off to create vacancies to be filled by public service employment. With over 7.5 million workers unemployed, we support the creation of an additional 250,000 public service jobs on March 1, 1975, over existing legislation and a further creation of 250,000 more public service jobs on July 1, 1975, if the unemployment rate is over 7 percent. We further believe that 500,000 additional public service jobs should be created for each .5 percent that the unemployment rate is over 7 percent on January 1, 1976, and thereafter.

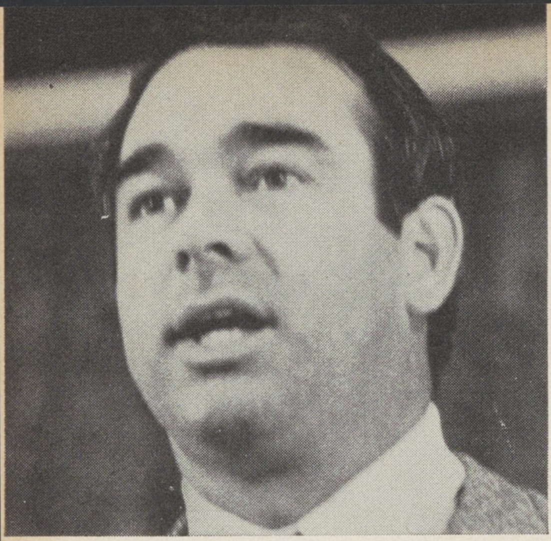
"BE IT FURTHER RESOLVED: That the Teamsters support the principle that the Congress enact emergency legislation to provide hospitalization insurance to the unemployed. Such emergency legislation must not delay the enactment of comprehensive National Health Insurance.

"BE IT FINALLY RESOLVED: That the Teamsters recognize there is a great backlog of unmet needs in the United States. There must be an Accelerated Public Works Program and funds appropriated by the Congress for service, waste treatment plants, mass transit, and hospital construction, and funds impounded by the Administration must be released. The country needs public works construction, and the workers need employment. Nothing replaces the dignity of employment at a decent rate of pay."

Address
Those Letters
to

Senator __________
Senate Office
Bldg.
Washington, D.C.
20510

Congressman ______
House Office
Bldg.
Washington, D.C.
20510



Rep. Stanton

Congressman Stanton Calls On Teamster Rank-and-File To Participate in Politics

Dave Sweeney, Frank Fitzsimmons, all my friends in the International Brotherhood of Teamsters, first of all, I am delighted to be here to welcome you to this Economic Conference for a number of reasons.

One, I can't think of any group in America that has a larger stake in the economic crisis that we face in this country than the Teamsters of America.

When one looks at the problems that we face in the energy field, one has to think of that vast network of 42,000-odd miles of interstate, of that vast roadworks which has been devised and developed by the Committee on Public Works since 1956, and of which I think of the Teamsters as the guardians.

The very lifeblood and existence of the Teamsters union depends upon the economic policies that are going to be formulated in the next few months, and if you don't think that you have a definite stake in the decisions that are being made in the Congress of the United States, and in the White House, then you had better redevelop your positions.

I know that many of you feel, with a great deal of pride and justification, that you have made a contribution to the political system and that you have supported candidates and aided people who have been of assistance to you locally.

Push and Shove

But I can tell you as a friend of the Teamsters, and as a friend of labor, that when push comes to shove in the legislative halls, if the choice comes between the Teamsters and some other vested interests, you have been coming out second best. And you haven't been coming out second-best because you lacked the expertise or the knowledge, or the people who are sophisticated on the Hill—Dave Sweeney and Bart O'Hara and your staff people are as knowledgeable and as sharp as anybody there is on Capitol Hill.

But the fact of the matter is that when you weigh your interests against other interests, there are people who are working with more money, more people with more hours and more effort, and they produce a better result.

I say that because I think that in the coming months questions such as the 10,000-pound limitation on the steering axle, which is a basic safety question for every driver in America, are going to be coming up again. The jurisdiction of our Committee on Public Works and Transportation, which has been expanded under the new Conference of the 94th Congress, takes in all the jurisdictions of the highways, of the airports, of the waterways, jurisdiction over the CAB and the ICC and the FAA, and all of these major jurisdictional lines that are now within our Committee are going to be making, through our Committee, policy decisions affecting your rights.

Do Not Sleep

And I am here today to suggest that you not sleep on your rights. Because in certain basic questions—for example, when we were on the Floor of the House and trying to defend the proposition that Senator Hart's amendment should remain in the bill, the Highway Bill, on the 10,000-pound limitation, the other side, which frankly was the trucking industry, said:

"There is no difficulty with that. We can include it through the Department of Transportation by a regulation."

And lo and behold, when Bart O'Hara went over to check with the Department of Transportation, they advised him they could not, because they did not have the legislative authority to do it.

So we are going to make another go at the question that faces you in driving the basic lifeline of America, the trucks and the trucking system, which feeds and cares for all of America.

I come here this morning, not to make a pitch for the trucking industry or for the Teamsters, but for the men and women of the Teamsters organization, to be active and to help their leadership in formulating policies that are going to help America.

I think that we face a crisis in this country when the President of the United States advocates a policy that is fundamentally going to hurt your business, fundamentally going to hurt your efforts to supply food and merchandise to every citizen of America, when on one hand he offers a tax cut and on the other hand he offers an increase of what it is going to cost you to receive all the goods in America. Then I think you ought to look at this man, who offers on the one hand to give, and on the other hand takes away.

System of Allocation

I think he is a good man, but I don't think he's a sharp man; I think he's a nice man, but I don't think he's a hard man. I am asking the Democratic Congress to make those fair but hard decisions on the question of economic policy so that we don't impose a greater tax on oil, but that we make it possible to make a system of allocation.

And again I am not talking about rationing, but allocation of oil, if we have to limit our imports—and I believe we do—so that the allocation system that worked a year and a half ago, will have to be adjusted, and I believe can work again.

But I think it is preferable to have a system of allocation in which we distribute the resources we have, as opposed to constantly increasing the price, because the people can not afford the merchandise once they get it.

I come here today as a friend of Ohio DRIVE. I remember once when I was President of the City Council, Bill Presser asked me to intercede to try and help settle the dispute with the steel haulers. I was young and naive, and I went out to a meeting in which there were about 800 steelhaulers.

I had three of the rebel leaders with me—they walked with me and I had sat down with the Mayor of the City of Cleveland at that time, Carl Stokes, and we worked out a hard and fast agreement, and I said to Presser:

"I've got an agreement of the leadership; I want you to know that I'm going out and sell it to your steelhauler members, and there are 800 of them out at the Saxenheim Hall."

And he chuckled a little—I didn't know why he chuckled—but as I got to the Hall, I understood it. Because the first thing that the rebel leadership did when I got up on the stage was leave me. And then I learned the hard facts of life, of dealing as a business agent. And I vowed that I was going to make a success of my political career, because I didn't have the fortitude to be a business agent with the Teamsters Union.

I wanted to leave you with this one thought. As we go into the 94th Congress, we are going to have to have your active participation through your locals throughout this nation, to put forth the position of labor. And more important, the position of the Teamsters Union throughout this counry. And we can not have that kind of input unless you are active, and unless you're in contact with the legislators on the national level.

Support DRIVE

In order to do that, you are going to have to support the DRIVE program, you are going to have to support the program as outlined by your leader, Frank Fitzsimmons, and your legislative leaders, in terms of Mr. Sweeney and Mr. O'Hara.

I would hope that the message you get out of this Conference is that the Teamsters, which is the largest and most effective—in my judgment—union in the United States in terms of participation on the local level, has got to have its participation and impact felt on the national level.

I would hope that you do that. I want you to know that as far as one member from Ohio is concerned, I am with you. I want to help formulate the policy to get this country moving, and like a big Mac truck, I want to say to those voices who say we can't solve the economic problems of this country:

"Beep! Beep! We're coming to win." Thank you.

Seidman Defends Ford's Position at IBT Conference

Delegates, I am very pleased and honored to have the opportunity to talk to you today. I'm sure that there could have been subjects that might have brought more smiles to your faces than the economy at the present moment.

What I would like to do is talk to you about it as straightforwardly as I can, and tell you where we are, what we think is in prospect, what the President is doing; and then, if you'd like to ask some questions, I will try to field them for you.

I did not come here as a salesman. But I did come here to try to tell you the story as it is.

As you probably know, the story of the test of the salesman, of the young man who was just taken on in a clothing store, and the boss said, "I'm going out for lunch, and if you want your job, you see that suit that's been on the rack there for three years with the pegleg pants and so forth, get it sold and you'll have your job."

When the boss returned, the young man was there, he was smiling, he was all scratched up, and the suit was gone.

The boss said, "Well, that's a pretty good job. Did you have any trouble with the customer?"

He said, "No, sir; but his seeing-eye dog sure gave me hell!"

[Laughter.]

That is not the way I'd like to go at this today. Nor am I going to be like the speech writer who asked his boss for a raise, and the boss said, "Well, I think you're earning enough the way you are, why don't you just stay there and keep writing, and we'll talk about pay some time later."

So he started on his speech the next time, and it said, "I have a plan by which I am going to cut taxes, and I'm going to create a lot of new jobs through government services; I am going to give free milk to all the kids; and I am going to have prosperity without any pain for anyone, and here is my plan."

And then the man who was reading the speech turned the page, and it was blank except for a little note from the speech writer to his boss, saying, "All right, you s.o.b., you're on your own."

[Laughter.]

That, in a way is perhaps a good lead-in to the kind of problems we're looking at in this country today.

You all know that as of about the time that President Ford came into office, we made a survey of the economy and which way it was going, and every figure that we looked at was going in the wrong way.

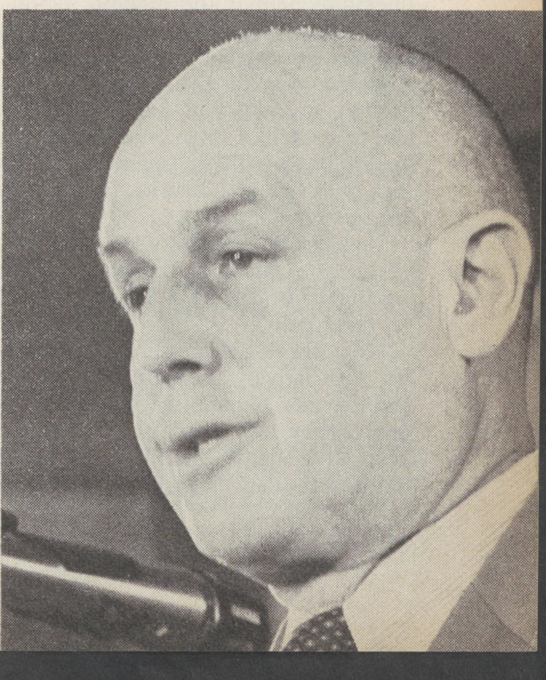
Inflation was going up; unemployment was going up; the GNP, the total amount of goods that we were producing, was going down; interest rates were going up; investment by business to create jobs was going down. You take a whole list of all the kinds of things that you look at to see which way an economy is going, I'd say that not one of them was going in the right way, at that time.

And, as you all know, some of them have accelerated in going in the wrong way.

You may remember that we had a summit conference of labor, management, economists, farmers, you name it, they were all there. They all took a look at the economy at that time and really no one foresaw how fast the economy would lose steam.

So we're dealing today with the kind of a problem that was not easily foreseeable, although it was foreseeable and was brought out then, and the President has brought out the fact that the basic directions of the kinds of things that you look at in the economy have been going in the

William Seidman, Economic Advisor



wrong direction, and they have been going in the wrong direction since about last November.

The question then becomes: What can you do about it?

I won't review the President's plans in detail with you, a good many of you probably have been through that. But let me point out a few highlights and the reasons why the President took the action that he did.

First, as you know, he recommended a $16 billion tax cut, $12 billion to go to individuals and $4 billion to go to business.

The $16 billion is divided up, therefore, three-quarters and one-quarter, which was the same proportion as the recommendation of the Labor-Management Committee of the President, on which your president serves.

It was somewhat different in the amounts that were, in the way the refund was proposed; the President's plan proposed 12 percent of your income tax, whatever you earned for 1974, to be returned to you, up to a maximum of a thousand dollars.

Give It Back

Now, that meant that you got your proportion of what you earned and therefore, if you earned more and paid more tax, you got more.

He felt that that was fair and equitable. After all, those who have put themselves in a place where they earn in the middle income areas ought to have the opportunity to get their fair share back when a tax refund is given.

Secondly, that that refund, if it were given to people in somewhat larger amounts, would find its way into buying some of the bigger ticket items, such as the automobile, the house, the refrigerator, the kind of thing where unemployment is the highest.

So the President's program was specifically targeted to do those things. And that was to give it back in proportion to how you paid it, and to give it back in a large enough sum so, hopefully, it will be spent in a way that will help industries which are hardest hit.

And, third, it was on 1974 income, so that if you did not have a job in '75 but had one in '74 you would still get a refund.

Now, those are the three key things that legislatively are before the Ways and Means Committee of the Congress. They have made some changes. We still feel that the bill as proposed by the President is preferable. But the important thing is that we get action, get it through the Congress, and start that money back into the economy fast.

The details are not the key, the important thing is that it doesn't get fouled up there in the usual kinds of things that can happen in going through the Congress and can be done with all due speed so that the refunds can be back out and into the hands of people by, hopefully in May.

That's the first part of the program.

You've also, I'm sure, heard that the President has—some of the headlines said—cut social programs and increased defense spending.

Highway Funds

Let's make it clear that that is not what happened. What the President did say is that there are certain kinds of spending in government, that we need to control. None of them were cut. As a matter of fact, all of them were increased. It was just a matter of how big the increase was.

Therefore, when you hear that the President's budget was capping certain expenditures, he was merely suggesting that in certain areas of the budget, where people are paid on a cost-of-living basis, that they have a maximum of five percent for one year, in order to try to hold the line in that area.

The President has also just announced, as you may have seen, that he is speeding up the Federal Highway Program by making $2 billion available immediately for matching with the States, which will create approximately 125,000 jobs. These are all for highway programs that are already engineered, ready to go. States have their matching money. And, based on that, it was felt that it would be desirable to speed that up in this time when unemployment has increased so dramatically and become such a worry to all of us.

Take Your Medicine

Now, let me just take one question, which I get every time: Well, if a 16 or 20 billion dollar tax cut is good, why don't you have a 40 billion dollar tax cut or something, and then we can get out of this problem that we're in that much faster?

I think the answer is that, like everything else, if you take medicine and you take the proper doses, you get well if you take an overdose, you're liable to be twice as sick.

No one can say for sure what is the exact amount of stimulation the economy should have. Everybody's knows that the amount that's needed will be determined as you go along, by determining how the economy reacts, and it was quite clear in looking at the range of alternatives that were presented to the President that his choice, or the Labor-Management Committee's choice, were in the basic area that most people, on studying the figures and looking at the computer models, felt was the appropriate amount.

So those are the kinds of tough decisions that you make. Obviously, if the government gives a bigger tax cut, has to borrow more money, because it doesn't have the money, at some point the borrowing of money by the government becomes a problem and the paying it off becomes an even further problem; and the risk of getting back into the kind of racing inflation that we have had, which is certainly a basic cause of where we are today, will be very great.

So, just in a nutshell, to review the, some of the key things:

The tax cut, and a tax cut, as quickly as possible, is the President's first suggestion for starting to turn us around.

On Energy

Secondly, some kind of limitations on certain kinds of expenditures so that the government expenditures plus the tax cut don't put us in a deficit position that we will be unable to get out of without giving ourselves another shot of inflation, such as we've just had.

Let me say just a word then about the energy program. I don't think it will help any to go through the whole program, it's a rather complicated program, it's a program that will call for some sacrifice, as you know, because it does mean higher fuel costs. I imagine that concerns a great many of you.

The question, if you're going to save fuel, is how you do it, by rationing or by raising prices. And I'll be glad, when we get to the question department, to discuss those alternatives.

But I would like to point out to you that the energy program is importantly related to jobs and to the economy. Right now we are shipping out about $25 billion a year to foreign oil-producing countries. Two years ago it cost us three billion.

In three years from now, at the

present rate, it will cost us $32 billion.

These are huge amounts of money that are being taken out of this country. They are not like one part of the country charging another part of the country. That all stays in the same circuit. This is money that is going out of the country, and it is very big amounts.

If you compare it, let's say, to corporate profits after tax, it's roughly 30 percent of total corporate profits in the United States, which are going out of this country.

Now, that's an amount that if it were here and available for investment could be used to buy new equipment, create new jobs, to keep the American economy going.

So it is vitally important that this drain that we have on our system, on our financial system, be cut down as fast as we can do it. And this is a primary reason why the President has felt that we need to go forward with this energy program from an economic point of view.

Foreign Oil

Now, there are other reasons which involve our national security, our independence, our ability to call the shots for ourselves, all those things that we can do when we are no longer dependent on foreign oil.

But I wanted, today, merely to relate it directly to the economic situation, and it is very important to the economic situation; and that if we cut down on this $25 billion in increasing amounts which we're shipping out, every year, to the OPEC countries.

As a matter of fact, someone with a slide rule showed that if we continue to do that for ten years they would have enough money to buy all the companies on the New York Stock Exchange, at current prices.

These are vast amounts of wealth we have suddenly been hit with, like a tax for which we get no return.

So it is very important that that kind of thing be cut down to help move our economy ahead.

Now, what are the thoughts on all these trend lines that I talked to you about, all these things that are going in the wrong way?

I'm sure I don't have to tell you that unemployment is going in the wrong way. I'm sure that while, I guess, unemployment is actually about three percent over what we would consider to be normal, it's perfectly understandable that 65 percent of the people in the country are worried about their jobs, because it's going up; and it certainly is the kind of thing that people worry about and should worry about.

So the first thing to do is to turn that around, to stop the increases, but then you start going back up where you increase employment.

The expectation is that while unemployment will increase probably for another month or two, that the turnaround should come in the summer, and we hope it will come before that, and that by the end of the year the figures will be going in the right direction. And that by the end of 1976 over two million people who are out of work will be back at work.

Minimum Goals

Those are minimum goals. We hope that we can do much better than that.

In the same way the GNP, the amount that we produce, which is going down now and has been going down since December at an 8 or 9 percent a year rate, that's 8 or 9 percent less than we would have in this country if that continued. We expect that to turn around also at about the same time, and at a faster rate than unemployment. Because, as the economy turns around, the first impetus is to produce more without hiring more people, and then the hiring starts.

So it's expected that that will be increasing at a 5 or 6 percent rate by the end of this year.

Those are the two key numbers, the third and fourth are inflation which, as you know, was going along at a 12 or better per cent rate, we think now it will be, should be down to 7 per cent by the end of the year. And the final figure is interest rates which, as you know, went to great all-time highs. And those, where the prime rate was at 12 per cent, that's down in the 8 per cent area now, and we're hopeful it will go even lower.

Wrong Direction

So there are some signs. But some of these, all of which were going in the wrong direction, are turning around. It's not an easy job to be in the government at a time like this, it's not the kind of a thing that you would have ordered up if you had your chance to call the shots. But when Vice President Ford became President, that's the way it was, and all we could do was to try to help him to work out of it.

It probably took us seven or eight years of government deficits, the oil problems, the food problems, the problem of devaluation of the dollar, to get where we are; no one that I know of has given any kind of a suggestion that there's a quick and easy and prompt solution to get back to where we all want to be.

The key is to stop it from going down and turn it around and start getting us going in the right direction, without at the same time sowing the seeds of an even worse cycle the next time around.

I hope that all of the people who are here who I'm sure are concerned about the economy will remember: we've had recessions before, we have a great many things built into our economy to stop them; a great deal depends upon whether we all hang our head and say that there is no hope or whether we have faith that this country, as it has in the past, will go through bad times and come out better than ever. I think it will.

Thank you very much.

[Applause.]

Questions

PRESIDENT FITZSIMMONS: Well, I shouldn't take this job away from you, Dave. But, as Bill Seidman made the offer, and I think he referred to it as the question department, the floor naturally will be open for questions.

I have one or two that I would like to ask you, Bill. And then we can get back into the audience.

Now, the Administration proposed a duty or a tax on foreign oil imports. The effect of this will raise the price to the worker who needs his car to get to and from work. Now, not only do we know that in living, there's been a great thrust of suburban moving, and to the communities that did have housing programs, anywhere from 20 to 30 miles each day to and from work.

Also, in addition to that, the families have got to use their cars to take their children to school, as well as going to the shopping center.

Now, my question is: How can we bring inflation under control by raising prices for consumers? And do you really believe that price rationing will really decrease consumption of petroleum products?

Because, as I said before, those folks who live out, the wage-earner is really the person that's going to be affected as far as the cost is concerned. And this brings—and you're sitting here looking at a group that represents possibly two and a quarter million families in this country. These are the questions that we're bombarded with.

And we'd like to know just exactly what your thoughts are on that.

MR. SEIDMAN: Well, those are tough questions because we have a tough problem.

I think we have to start by saying: Do we all agree that we do in fact have to stop using the amount of fuel, the amount of oil that we're using from the OPEC countries?

I've tried to explain the reasons, both from the economy point of view and from the point of view of the independence of the country, why we do have to.

If we agree that in fact we must find some way to cut down this bill and to cut down our use of foreign oil, then it becomes a question only of how you're going to do it. And however you're going to do it, it's going to be painful, because it is very much easier simply not to change our pattern and our habits.

National Crisis

But if we agree that this is a national crisis, really, where we must act for the good of our country, both in its independence and its pocketbook, then we just decide: How are we going to cut down?

Now, you can cut down by rationing; you can cut down by allocation or by having lines at the gas station and having them open every other day or something like that; or you can use the price mechanism.

Experience, and we have the experience tables, shows that in fact if things are more costly people will use less of them. And in the last year, when the price of fuel has gone way up, we have in fact cut down the amount of fuel that is used per car by about three or four percent, whereas it was going up about five percent a year.

Well, the question is, What's the fairest, what's the fairest way to do it?

Well, if you use the price mechanism and use a tax, the question becomes: What does the government do with this money that they collect from raising the prices of fuel? And they collect the windfall profits of the oil companies, propose to collect approximately $10 billion from the oil companies, and the rest will be this excise tax.

That money will be used to give tax deductions to middle and low-income taxpayers, those who have been hardest hit by these costs.

So the money that is being charged by the government to have people be more careful about how much fuel they use will be returned primarily to middle and low-income taxpayers, also some to business and some to States and local governments; but primarily, about $20 billion out of the $30 billion go to the middle and low-income taxpayers.

So they are roughly in the group from $18,000 a year earnings and down.

Now, that means that those people will be getting back—now, in every case it isn't so; but on the average—they will be getting back more than they're paying.

And to the extent that they can save money, they'll have even that much more left over because they will be able to pay less, use less fuel and therefore when they get the tax refund they will come out ahead.

Now, that may seem, and I'm sure it does seem like a complicated kind of a way to get an answer. But this is a five to ten-year program. Is it better to say we're going to go on rationing stamps and then if you live way out in the country, who's going to decide how much gasoline you get? Is every single person in the country going to get his allotment based on some political board which will decide how much you get? Are you going to have stamps which are salable? In which case, it's estimated that the price for a gallon of gas that you have to buy above your ration will be about two dollars a gallon.

There is no easy way.

Looking at the two, I think you—and looking at the tax refund that goes with it, I think you have to say that if we're going to do this thing, the price mechanism is the best way.

That's my short answer, Mr. President.

PRESIDENT FITZSIMMONS: Bill, I'm not going to argue the point with you.

MR. SEIDMAN: Okay.

PRESIDENT FITZSIMMONS: I don't agree with you necessarily. But, by the same token, because we feel that the real person that's going to get hurt is the low wage-earner. There's no way to assure him that he's going to get back all of the additional cost, and he looks further to the other people that are able to pay the increased prices without taking something away from his own family.

So, while you answered the question, I'm sure this is the thought that we get from the people out in the field.

Now, in reference to the tax rebate. My second question is:

One of the Administration's plans is tax rebate. I view this plan heavily weighted in favor of the rich and practically ignoring the poor and the lower income groups. And again, as I said, it's the reason why we look at this, the maximum amount of tax rebate is going to be a thousand dollars, as I read the proposal.

The Tax You Pay

On the basis of that, it means that people in any high income bracket will get the thousand dollars. And so far as the lower income brackets, they may only get tax rebates in reference to the percentage, because they are low income wage-earners, anywhere in the vicinity of five dollars or ten dollars, or something like that, in reference to the percentage of tax rebate.

Now, would you give us your thoughts on that?

MR. SEIDMAN: As I said, the tax rebate is in proportion to the tax you pay. If someone got back five dollars, then of course the maximum tax they would have paid would have been about sixty dollars. So, I mean, you can't give them back more than they actually paid, if you're going to refund taxes.

But the basic amount, 80-some percent of this money, goes to people that earn from $29,000 and down. In other words, 80 percent of all the tax refund goes to what you'd call middle and slightly above middle America, as well as the low end.

Now, in and of itself, I tried to point out I guess some of the reasons why the President thought this was fair. And the second thing is that the permanent tax cuts, which we've talked about, which come with the energy package, are primarily for middle and low income America. In fact, it provides that anyone who earns $5600 and under would pay no tax.

So that's my answer, sir; these are all controversial questions.

PRESIDENT FITZSIMMONS: I understand that, Bill. I understand they are controversial, and this is why I'm asking the question, because this is what we get from our people.

Because, as we know, as you said and explained, the $29,000 on down, with the $30,000 and over, even those getting a maximum rebate of a thousand dollars, have been able and wealthy enough to have some tax shelters. So they don't in reality pay the same percentage of tax as that low-income guy, who is not wealthy enough and hasn't got the wherewithal to get tax shelters. The only tax shelter that he can get is by going into production of children. Then he gets in on that basis.

[Laughter.]

[Applause.]

MR. SEIDMAN: Well, I'm an expert in that field; I have six children. So I understand how you do that.

[Laughter.]

PRESIDENT FITZSIMMONS: Dusty Miller, I understand you've got a question.

SECT.-TREAS. MILLER: Yes, I have.

Mr. Seidman, the public becomes very confused when it reads and hears the contradictory statements from members of the Administration—The question is, if I understood you correctly a moment ago, you said that the interest rates were gradually going down and would continue to do so. Secretary of the Treasury Simon said just the other day on national TV that although they had gone down some, they must go back up.

Now, no wonder we're confused. Who's right?

[Applause.]

MR. SEIDMAN: I think whenever it's between the Secretary and I, I'm always right, of course. But the answer is that the Secretary said, and as a matter of fact just put out a special statement yesterday on it, that looking at the short term, or the next six or eight months, he did not predict that they were going to go up.

He has said that if the deficit gets out of control so that there will not be funds for the government to borrow, then that will cause interest rates to go up. And I think that's what he had in mind when he made that statement. The interest rate factor is a tremendously important part of our whole problem, and I think that these rates have to come down for us to have a sound recovery.

PRESIDENT FITZSIMMONS: Anybody here at the head table? Joe Morgan.

QUESTION: Mr. Seidman, we do know that we have an unemployment situation which is very serious. We do know that it's better than eight million at this point.

And we have been reading and hearing in the last week or so that, come July, it's going to be close to 10 million.

My question to you is this: Why do we have to go to 10 million? And is the Administration taking any steps to stop this from going to—a little better than eight million to 10 million, at this time?

MR. SEIDMAN: No one is more concerned or unhappy or worried than we are about the unemployment. Unemployment is not just numbers, it's people who are out of work, and millions more who are worried about being out of work. No one wants unemployment. No one has planned unemployment.

And everyone is concerned, I think, on all sides of the aisle in coming up with a plan that will turn it around just as rapidly as we can.

That's why we need the tax cut, and we need it right away. That's why the highway funds were provided. That's why a great number of the other things that we've been talking about will be done.

Unfortunately, the unemployment that has taken place, we believe and I think most people believe, is the result of what happened in terms of inflation. People quit buying, because things got too expensive. You know about that. Everybody hauled in their horns, and when they did that cost jobs.

So where we are today is the result of where we've been. And now we're going to have to work our way back out of that just as fast as we can, but in a way, hopefully, that won't make it twice as bad a couple of years from now.

PRESIDENT FITZSIMMONS: Yes, brother?

QUESTION: In view of the fact there have been vast amounts pertaining to the problems of this country, that you are certainly aware of the fact that there are many projects, many issues on which to institute programs. In my mind, you all know, the entire nation is in hysteria—

MR. SEIDMAN: What we do have, and I know—I would like to say that I hope that while we are all concerned, we don't panic, that we all know what the problem is. I don't think that—I think we have to try to get at solving it.

Now, our timetable, based on our best judgment and the best that we can get from all around this country, is that this will begin to turn around in the summer and we will be going in the right direction, going out in 1975. And as I indicated, that's the important thing. Once we know that we're going in the right direction, the whole thing changes. And that is what we've got to do. That's why we've got to get action, we've got to prove that the Congress can act to do something when we've got these kind of problems.

And that's our objective, to go out in 1975 going in the right way.

PRESIDENT FITZSIMMONS: Jack?

QUESTION: Jorgenson out of Minnesota.

President Ford has said that economic controls are the worst possible way to control inflation, and yet, of course, jawboning hasn't worked.

The Council on Economic Stabilization has no power to roll back prices, where profits have been exorbitant.

Will you tell us how else inflation can be controlled, and also how else we can make the consumer's dollar more effective in the marketplace, and somehow stimulate the economy and put our members, the American people back to work?

MR. SEIDMAN: Well, I guess I would have to say that inflation is one of the few things that is now going at least in the right direction, the rate of inflation is going down, food prices are, I believe, almost stabilized, or will be stabilized.

I think that the problem of corporate profits is also pretty well cured by the recession, and that corporate profits are going to be way down. And I think the important thing now is to return the economy to confidence of the people that we're going to turn around and give them good bargains so they can buy. And we've seen some of that. You see it with the automobile companies now. They put out some bargains and people are buying.

I think we are going to get to where the consumer is going to get a much better break, and we can see that happening already.

ECONOMIC CONFERENCE

PRESIDENT FITZSIMMONS: Bill, don't you think, really, though, that when you say it's turning around, the food prices are stabilized—the food prices are stabilized on the basis of the rate of inflation that we have. And you can't blame that on labor unit costs.

The price is up here, and it's pegging, so to speak, at the high level.

Now, as far as the working people, as far as the people, the consumers, they're not quite satisfied it should remain that way, because they haven't had that advantage.

[Applause.]

This is our problem, this is what we get in talking to people around this country.

Has anybody else got a question?

QUESTION: I was wondering if you couldn't put pressure on the oil-producing nations.

MR. SEIDMAN: The question is: Can't we do something with the oil-exporting nations by our own agricultural exports, to offset?

The problem is that agriculture at this stage at least is exported from so many places and their use, because they are such basically small nations, is so small that, although that has been examined, it does not appear that it would really produce the kind of results.

What we can do is use less oil. Oil refineries around the world now are operating at 60 percent of capacity. They've got oil over there that they don't know what to do with, and that may break the price.

Therefore, the more we save, the better chance there is that oil prices will come down.

One more, and then I've got to run, if that's all right, sir.

PRESIDENT FITZSIMMONS: Okay.

QUESTION: Wright from California.

Pacific Gas and Electric Company, the large utility company in California, recently recorded the highest earnings in their history. They received one rate increase, and they are asking for another before the Public Utilities Commission in California now.

But it was mentioned here this morning by Senator Javits that they were asking for Americans to be patriotic and cut down their use of fuel. But what Pacific Gas and Electric has done, in one instance that I know of, for a fact, in Antioch, California, they are converting one of their power plants from natural gas to oil. And in view of the fact that they have already racked up huge profits, does the Administration feel that there should be some patriotism on the part of corporations, too?

MR. SEIDMAN: The answer to that is definitely yes.

As a matter of fact, most public utilities are not in good financial shape. Over half of them haven't—or over a third of them have no profit. Well, now, that's—get the facts. The fact of the matter is that over a third of them have no profits at all.

Now, there are some that make money, but you look at the facts and you will find out that most public utilities are not in a position to build the new plants. We have 160 plants in this country that have been stopped because they are not able to finance it.

Now, that happens to be the sad fact.

In Washington D.C.

Confusion Rampant as Ford, Congress Clash over Energy

CAPITOL HILL was fogged with confusion during the closing days of February as Congress seemed determined to rush through an energy program as unpredictable in its effects as silly putty.

Having had more than a year to arrive at a careful and practical solution—and having failed to do so—Senate and House Democrats suddenly found themselves under the gun of time.

For they had committed themselves earlier to offering an alternative to President Ford's unpopular proposal of imposing an oil import tariff of $3 a barrel.

In haste, the Senators and Representatives of the majority party huffed and puffed and spit out a tentative compromise: They proposed a 5-cent-a-gallon increase in the federal gasoline tax with the hope that it would discourage consumption.

Besides the nickel gasoline tax hike, the compromise reportedly would:

—Create a special energy conservation fund with $5 billion gleaned from the gas tax.

—Devise a system of rewarding drivers of autos using less gasoline per mile with rebates, while punishing owners of gas guzzlers.

—Order the Federal Power Commission to work out formulas to determine how to encourage natural gas production.

—Encourage states to enforce 55-mile-an-hour speed limits.

All the proposals, however, were strictly tentative even though the staffs of policy committees in Congress expressed optimism that differences could be ironed out to reach general agreement.

Even as the last-minute Senate-House agreement was reached, Rep. Al Ullman, Oregon Democrat and chairman of the House Ways and Means Committee, declared that his committee shortly would report out a comprehensive energy program.

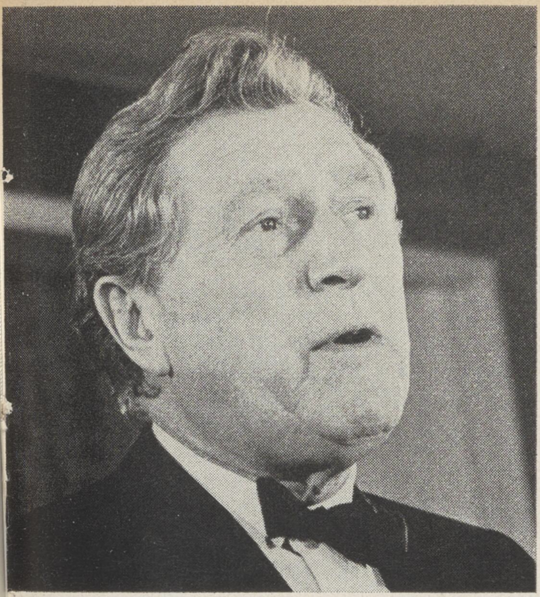
Ullman said the program would include a gasoline tax as high as 40 to 50 cents a gallon and eventual deregulation of oil and natural gas coupled with an excess profits tax.

Ullman said he had eight task forces working on the plan and expected to complete work on the proposal by mid-April.

Further confusion came from the fact that Ullman's proposals differed appreciably from a plan prepared by a House Democratic energy policy task force headed by Rep. James C. Wright, Texas Democrat.

Wright's plan calls for an increase in the federal tax on gasoline of 16 cents over the next three years, a quota on oil imports, and excise taxes on cars with low gas mileage.

As *The International Teamster* went to press, it was obvious that congressmen were facing a twin-pronged reality: In the one instance, the nation must have an energy program; but advocates on both sides were preparing for the battle of amendments that will be proposed to protect vested interests.



Rep. Charles Vanik

Rep. Vanik Says Ford Oil Program Would Cost Country $120 Billion in Inflation

Frank, ladies and gentlemen:

I'm glad to be here. It's a privilege to participate on this forum and give some response to the presentation that has been made on behalf of the Administration. And I just want to talk a little bit about the other side.

Now, I want to say at the outset that I've had such tremendous help through the years from Frank and Dusty Miller and members of your organization. I felt that you were probably more keenly attuned to the needs of America than probably any other group of people, because you're close to people all over the countryside. You know what they're thinking about. You know what their needs are.

Now, Frank gave me a listing of these tremendous scores that I have. I just regret that I don't have a high score in all departments. My wife is in the back of the room, she scores me at about 15 per cent.

[Laughter.]

Well, anyway, today we have a situation in which a great many members of Congress are at home checking with their constituencies.

There was a time that I would go back home to my district for a few days. But today I found a few hours to be enough. I know how the people are feeling. Today America is in an angry mood. It's a discouraged mood. People are angry at people in government. They're angry at themselves, and they're upset with the country. And they're disappointed somehow at how it all came to be.

The President the other day had his press secretary—he doesn't do these things himself, but it's just as though he did—because he had his press secretary blast the Congress for taking off a week's recess to go home and find out what the people of America are thinking. And then he went out and promptly left the affairs of the government to go down to Houston, and to go down to Topeka, to find out how the oil and gas people liked his energy plan.

[Applause.]

Well, he should have saved the fuel!

[Laughter.]

I know how they liked it. They thought the plan was fine and dandy. And it was, for them.

Air Force One could have done something more useful. Frankly, instead of going to that area to see how they feel about an energy plan, why didn't he go to Detroit or Terre Haute or any other city in America where people are lined up wondering what's going to happen next to them?

This country is puzzled, and it's concerned, and the people are just searching desperately for a leader. They're so desperate about finding a leader that they would almost follow any moving thing.

[Laughter.]

A Streetcar Called Desire!

[Applause.]

So, those of you who are involved in over-the-road transport, over-the-highway, you've got to drive carefully, because all of America may have decided to follow you!

[Laughter.]

Yet, in spite of all of this tragedy and recession and unemployment and inflation, and the lack of direction, the people still have an abiding faith that we will somehow find a way out.

And yet we don't know what that way is. I would pray that it would come through leadership, but yet it may be found by accident, or perhaps by blunder. I think the latter two courses are going to be more likely than the former!

[Laughter.]

Now, where are we? And how do we differ?

Last week I sat there in the Ways and Means Committee for a whole week while we pounded through a program which almost all of the economists of America wanted. And I want to tell you something about the economists of America. They're very bright. They're able to tell us how to get out of things. But they weren't very helpful in telling us how to keep from falling into them.

And somehow or another they're pretty much the same group of people that got us here. And maybe we have to trust them, being the only ones to get us out.

Well, anyway, their unanimous opinion was that the way to turn the country around, the way to fight recession was to sprinkle tax money over the United States, go to the banks and borrow it, go to the people of America and sell bonds and borrow it, and then sprinkle it out over the country.

Now, I don't know whether this is a good plan or not. All I know is that people who are out of work have no idea how they can get a little green stuff to survive; people who are at reduced income don't know how they can support their families. So what we did was to follow the mandate, and we went along on a program to spend $20 billion and get most of it in the hands of the middle and low-income groups.

Now, for many of you in this room, your rebate won't buy you a dinner at this hotel. And I don't mean any of the big dinners that are around, probably one of the smaller dinners in the coffee shop, because it will be just about that low.

Now, what is the—what are we talking about?

Well, the President wanted to give everybody a thousand dollars. Rather, he wanted to make the rebate up to a thousand dollars, and we decided that if we were going to do something we'd have to concentrate the impact among the neediest of Americans, that group that is completely forgotten and overlooked whenever we do things.

And we decided to give it that emphasis, rather than the one that he had in mind.

We're about to give—we went along with the proposal to increase the investment credits by 10 points, or to 10 percent, three points above the present seven. I would have liked to have seen the investment credit be applied to the increment.

In other words, I would have liked to have seen the investment credit applied to that kind of spending or that kind of buying that would be based on the excess over the purchasing of the last three years. It would seem to me we would have gotten more for the tax dollar that we're losing. But we didn't prevail in that.

And so the committee went along with substantially the 10 percent investment credit.

Now, the cost of this program, as you know, is going to topple the deficit, it's going to run the country into the red for a long period of time; and they say we have to spend our way out of this problem.

Now, I would have preferred, I would have much preferred government spending programs, wisely designed, to achieve the same goal. Because I felt that if we had government programs in which we would have spent $20 billion wisely, prudently, for necessary things, that that would have generated, perhaps, a $100 billion dollars or a $150 billion dollars worth of action.

And, frankly, I want to tell you that I'm not really sure about how much of a "ping" we're going to get out of the $20 billion-plus that will be returned to the economy through what we have done.

Psychology

I don't know that it's enough to matter. We may have a good springy day in June, and there may be a shopping weekend, and that may be the end of it.

On the other hand, the psychology might take hold—I pray that it does—and then move on to help change the economy.

I want to say something else about the President's energy plan.

One of the problems that we have is that a great many of our people fail to acknowledge or recognize the cost of his program. He wants to—and with his present chain of advisers, and with due respect to those who preceded me, I want you to look at the history of those advisers. It's almost the same "think tank" that led this country into Phase 3, 3½, and 4.

They've got a history of disaster, one after another after another after another.

And I'm not sure that they're getting us on the right course. By coming along now and telling us that the way to solve the energy problem is to create more profits for the oil companies, to generate more revenue so that they can go out and expand and develop and build and find new resources.

I just don't believe that today you can have a free market, I just don't believe that—my economics say that you can't have a free market in a commodity that is scarce that is controlled by a few people.

Now, I just—I can see the reason for free markets in a lot of areas, but not where you permit a few people who own the resources to tell us what they're going to do about it.

Now, the President has already started with his program, putting the import tax on—the tax on imported oil, and this is what he really intends to do.

On April 1st he wants to decontrol oil.

Now, do you know what that means?

$11 a Barrel

That means that oil, domestic oil which is almost 60 per cent of what we're getting, of that oil he wants to raise the price to $11. It's $5.50 today per barrel.

Now, what's that oil worth today at $5.50 a barrel? Roughly, it's worth about two, almost two and a quarter billion dollars at today's market.

So that on April 1st, when he turns the trigger and signs his proclamation, the next day that same oil, owned by the American oil companies principally, will change in value from $2.5 billion, to a half trillion dollars. That's going to be the new value of that resource.

Now, oil says, "Oh, we ought to have a free market." There was never, in my time, a free market in oil in the United States.

16 Cents a Barrel

During the Fifties and the Sixties we could have gotten all the oil we needed out of the Middle East for—guess what—about 16 cents a barrel. And we didn't do it. You know why?

Because the domestic oil industry said that in the interest of the national defense of America—and that's the language they use now—that in the interest of the national security of the country, we should develop a viable oil industry in the United States and use up our oil first. That's the kind of wisdom we had. And they fixed the price at $1.65.

And even the imported oil that came in under quota, even the imported oil that came in under quota, they paid 16 cents a barrel for it, but they sold that in the United States for $1.65. And who got the difference? The oil industry that had the import ticket.

In those 14 years in which we preferred to consume our own oil instead of buying the 16-cent-a-barrel import oil, we paid the oil industry $77 billion more in rigged prices in order to sort of do that and do what the domestic industry wanted.

Today, the President says himself that the OPEC nations are a cartel which is artificially fixing the price of oil in the world. And what does he do in response?

In response, he said the way to handle the problem is to lift the American price, the price of old oil to the price of the cartel, of $11. That's his plan. His plan is to enrich the owners of the old oil by a quarter trillion dollars.

And then he talks about a windfall profits tax. Oh, yes. The other part of the program is to put two dollars excise or import tax on the oil, so that it's going to cost $13 a barrel. To whom? To everybody. Thirteen dollars a barrel. It takes two barrels of oil to make a barrel of gasoline, $26 for what it takes to make a barrel of gasoline, divided by 42, you come up with about 62 cents. Then you add on that the highway tax and the—and some other things, and you're up to about, you're up to 90-cent gasoline for everybody.

No Alternative

Now, what's that going to do to the cost of living in this country? What's that going to do to the homeowner who's stuck with oil or gas? There are no other alternatives, other than going out and chopping down a tree, or burning up a chair. If you don't do those things, you're stuck with the services that you get.

He wants to put a tax on the gas that comes into our homes. I don't know what purpose that's for.

He wants to put a tax on the gas that comes into our homes. I don't know what purpose that's for.

But, anyway, the idea is to move the domestic price up to the world price. And what will the OPEC nations do then? They're going to do what they tell us they're going to do. They always tell us what they're going to do. They're going to increase their price.

So here we have a mad chase of our price following theirs. And who's taking it? The consumers of America.

Now, the Library of Congress, in a study the other day, said that the President's program would have an inflationary impact of over $50 billion. I think that is a gross underestimate, I think it's grossly underestimated.

As a matter of fact, I think that the estimate of the impact on the economy would be in the neighborhood of $120 billion. Now, that's where I put it. And how do I come to that figure?

When we increase the price, when the Cost of Living Council, a part of Phase 3½, 4, 7, whatever it was, when they fixed the price of oil at $5.25, in that simple boost of $1.75 they increased the inflationary impact by about $30 billion along the whole energy stream. If you just multiply that by three, it comes out to over, or in the neighborhood of a hundred billion dollars; and that's what decontrol of old oil would mean.

Now, I think there are better plans. It's awfully difficult for 535 members of the Congress to unite on a plan, but I believe that the majority of the members of Congress are going to unite on a plan which I think the American people can live with. I don't know where your industry would be, if you had to pay 90 cents a gallon for oil, for gasoline or for diesel fuel. I don't know what farm products would cost, if the farmer had to pay twice as much for fertilizer that is made from certain kinds of oil. I don't know how much food would increase in price if we had to reflect in the price 90 and 95-cent gasoline to bring things from the farm to the market.

Propel Inflation

I don't know what increase in the price structure there would be all along the line, excepting that I can say that it's going to propel inflation in a way that we have never imagined. And who would be the primary beneficiaries? The oil industry of America.

Now, I think we ought to have a jaundiced look at what's going on. They were generating capital, adequate supplies of capital at $1.65 a barrel, and what did they do about capital? They moved it from the Southeastern or the Gulf States. They moved it over to the Middle East.

You, the taxpayers of America, have built the OPEC production facilities, because the money that built those facilities was money that should have gone into the treasury as taxes.

[Applause.]

Now, nobody, nobody wants to get into war over this. And I don't think we should. But I think we have to deal with an economic force with a real economic retaliation.

We are in a situation in which the free nations of the world are at economic warfare with another great world power, and that world power is oil, American oil, international oil, it's all one big group. It's another government all by itself.

They've got their own CIA, their own FBI, their own Army, their own Navy; they've got their whole big empire.

[Applause.]

How do you fight back?

I think we can fight back with a two-tier system. If we—let's let the trucks get all they need, let industry get all they need, let the farmer get all he needs, let commerce and industry have all that it needs. But if we were to just deal with the private automobile sector, a hundred million automobiles—there's less than a hundred million: I junked one last week—

[Laughter.]

Freeze Old Oil

Now, a hundred million automobiles, and if today the average automobile uses 1.9 gallons per car per day—I know that's important: taking people to and from work—if we were to save seven-tenths of a gallon per car per day of those hundred million cars, we wouldn't need any imported oil.

It's just that simple.

If we could do that for just one year, we could bring OPEC to terms. They need our dollars, believe me, just as badly as we need their oil. They have a bonanza right now, but their system calls for more and more dollars coming in.

Now, if we cut down on our dollar flow, they'd soon get tired of the Yens and the Marks and the Francs, and they'd have to be looking for dollars.

We have something that they ultimately need, and what we ought to do is keep our dollars from flowing out into that area, in tribute for this oil.

Now, would the American people go along with a plan? I would suggest this, that we freeze the price of that old oil, maybe increase it no more than 20 per cent a year, phase out decontrol, so they have five years to get to what they want in a free market. That still gives them an increase in value of 20 per cent a year. I think that's enough.

I think it's more than America can afford. And then that would mean an average price for that gasoline of around 55 and a half or 56 cents a gallon.

And I think every citizen, if every citizen gets his share of that, that would be about 38 gallons. So you have two prices: you get 38 gallons for 56 cents, and whatever you use above that you pay the price plus a tax, probably 20 cents a gallon more for that extra gasoline.

I think we ought to give people an incentive to save, to cut back, to reduce their wasteful use of gasoline.

This is, in my judgment, the only kind of way in which we can really face up to the problem.

Use Less Energy

And then I say we've got to do a lot of other things. You and I have just got to use less energy. We've got to, perhaps, conserve in our homes, and that takes money. And I think Congress ought to provide a tax incentive to you and me and everybody who's willing to spend a little money to make his house more efficient, to buy more insulation, to reduce his energy use, to maybe change his heating system.

We've got to do something drastic about the American automobile.

Three years ago I tried to get the Detroit industry to make more gasoline-efficient automobiles. The automobile industry seems to have been working for the Middle East States rather than working for America.

[Applause.]

I feel so dreadfully sorry for my friends, the automobile workers. And I worry about where they have been led by that industry. I drive down the turnpike by the Lordstown plant, and I have stopped counting the foreign cars that drive workers to Lordstown to work. Why? Because they can't afford those things that they make, that give them eight and nine miles per gallon.

Of course, our industry says, oh, we can't do it; safety standards; pollution controls, you name it. All kinds of problems.

The foreign competition seems to

be able to do it, complying with the same rules.

Let me tell you something. Two weeks ago I had my—I have a '65 Ford, it's a convertible, six cylinders, stick shift, 25 miles to a gallon over the road. It's a heavy car. I could run through two Volkswagens and a Fiat and a Toyota, and I'd still come out whole. It's a heavy car.

[Laughter.]

And so the thing broke down, the oil pump was defective, after 110,000 miles it gave way. It gave out, you know; my motor burned out. I should file a complaint.

So what was my decision? I decided there wasn't an automobile being made in America today that was as good as that one. So I spent $800 to put in a rebuilt motor, a new transmission, and a new differential. The tires and brakes were good, so I think I've got an automobile worth another 20,000 miles. And it will give me 25 miles on the road, it's safe, it's secure, it's an American product.

That was the kind of choice that I had to face.

Now, they tell us in Detroit, it's going to take five years. They don't have five years. They've got five months. That's where they are.

[Applause.]

So they got this big rebate plan on, $500—I got a lot of guys that are making money buying cars! They will turn them all back next month.

[Laughter.]

$400 Cheat

So they get this big rebate thing. You know what they're rebating? They thought we were going to have price control this year. Everybody did. The price of everything you buy has got a decision read into it, the price control decision, they want to be up there so high that if the prices are frozen, they're frozen into fat profits forever.

So they jacked up their prices about $900, and when they give you $500 back, they're still cheating you on the other four!

[Laughter; applause.]

I don't want a rebate, I want an American automobile that can give me 25 or 30 miles to 35 miles to a gallon, and I want it to be strong. And I want it to be the kind of a car that an American mechanic can fix. I don't want a thing that I have to send to Tokyo to get repaired.

[Laughter.]

And I think they can do it. And all they have to do is to go in the museum out there in Detroit and dig out a '38 Chevrolet, Ford or Plymouth—

[Applause.]

And it will even fit into the bodies they're building at Fisher Body in my city. They can just put that motor right in on that frame. And that motor will give you about 30 miles to a gallon.

I think it would even meet the pollution standards without any chemicals.

I don't know why they're afraid to do it. I'm afraid that they're so tied up in complicated business that they fail to recognize the urgency of this situation.

Foreign Cars

But let me tell you, when 85 and 90-cent gasoline hits the streets of America, this summer, there's going to be such a rush out into the foreign car market that I fear for America. I fear for the automobile workers. I fear for the stupidity of our industrial leaders, to see the impending energy crisis and its impact on the people.

Why, the recession we're in could be stretched and mangled and pulled out indefinitely.

Now, this is the country of "can do". This is a country that has had tough problems before. We're not unfamiliar with these things.

In the energy conservation business there's a tremendous area for research, for work to be done, for jobs to be made in these new enterprises that will be dealing with conserving energy, conserving fuel, conserving our resources. We are not going to have any peace in the economics of this world until we can give those OPEC nations about a year of dollar starvation. Don't worry about starving their grain, the French will give them that. The Europeans will sell them that on any terms. And they will undercut us on every chance that they have. And that's business.

Year of Sacrifice

Let me tell you. I frankly think we've got to deal with them in keeping these dollars out. And I think that the American people, if given the choice and if given the reality would go along with a year of sacrifice—and the country is in a bad shape anyway—so there's going to be a reduced use and need of these things. If we could just cut back for one year, and tell them that we in the United States intend to solve the problem. And if we could put $10 billion into an energy trust fund out of the gasoline tax, and put that money into research, why, I'm sure that the ingenuity of the American people will make the internal combustion engine run on something other than Middle East gasoline or OPEC gasoline.

I think we can do it. I think we can do it.

[Applause.]

Now, I just want to touch a little bit on the problems that our program is going to involve, in our tax program which we're putting through as a recession program. We're shifting more of the burden of taxation from the corporation to the individual taxpayer. And that's going on.

I don't know, a previous speaker said that a third of the corporations in America were not making any money, and that's true, according to their tax statements. They don't work to create income taxes, they work to generate cash flow. It's how much money can you get that you don't put on the income tax return?

The whole efforts of American industry are designed to keep that bottom line, in which they pay to the Treasury, as small as possible. And they've got everything there to write off the burden.

Losing Ground

And that may be all right, providing you catch the individual taxpayer when he gets his dividend or gets his reward or gets his income.

And the fact of the matter is that we are in a cycle, in a time in which we are losing ground in a rush in our efforts to bring about tax justice to the American people.

The tax program that we've written right now is creating more inequity than any kind of law that we have passed in the last 10 years.

What we're doing is shifting more and more of the burden from industry, from business, from commerce onto your shoulders; and that's where it's moving. And that's why you must not let go of your deep, profound effort to see that we bring about some semblance of tax justice by continuing our efforts to eliminate loopholes and clean up the corporate structure.

[Applause.]

Now, I want to say in closing, I

haven't been very cheerful, and you can't very well get cheerful in the afternoon, anyway. But I want to say that related to the problems of the past, the problems of today are not beyond our comprehension.

Just imagine, during the Great Depression, there were periods of almost 20 per cent unemployment. Now, I'm not saying that that's good or bad, it's terrible.

But there were 10 years when it was above ten per cent, and we got out of that.

And during World War II, we supported 12 million people and their families in America, and all over the world; and in addition to that we spent $300 billion of our resources in weapons and goods that we sent all over the world, including the Soviet Union, to help in the war.

Now, what is that $300 billion measured in today's dollars? It would be about one trillion 200 billion in today's dollars.

So look at the magnitude of what we did during those critical years.

And our sad adventure in Southeast Asia—we lost over 55,000 men, and another $70 billion.

Now, what I want to say is that in short the problems of today are manageable. We can solve them. And I think Congress should have a decent chance to try to solve the problem. And the President knows better than anyone else that it takes 30 days to just organize the Congress. I'm sorry about that, but that's a fact. And he knows that.

Jaundiced Look

And to bludgeon us with a program and say, Take this or nothing else. Or even threaten us that certain things would have to happen with his utmost opposition. You've got to realize that the Congress of the United States has an obligation to the American people. An obligation that is just as sacred and just as important as that vow and that oath that he took. We took the same oath.

We have the same obligation.

The only difference between us is that he has with him in his great "think tank" a lot of carry-over people who are dedicated to giving this country another inflationary hangover. And I think we have a perfect right to take a jaundiced look at the whole program, to see if we can solve the problem, if we can solve the problem of energy, if we can solve the problem of unemployment with our approaches, because I think they are just as sound and just as good and just as meaningful.

I just don't believe all of the cost estimates and all of the predictions you get. I'll give you one little example, and then I'll close.

When we were acting in the Ways and Means Committee on the incentive that we give to corporations to export goods abroad, this is a little tax gimmick for them. The Treasury told us this thing will only cost the Treasury of the United States $120 million in 1974.

When we looked at the books at the end of the year, we found that the cost was close to a billion dollars.

In other words, the government's advisers made a 354 per cent mistake!—in telling us what the Treasury impact would be.

You ask me why do I argue about their figures? Because I don't know for whom they work. They may be getting their figures from someone else. They may be calculating with other outside sources of information that only they and the CIA may know about.

[Applause.]

You know, today we have an energy crisis. We're trying to find out how much oil we have in the United States. We don't even have a government source that can tell us. The government bureaucrat gets in his automobile and he drives over to the American Petroleum Institute, a private organization of oil people, from whom he gets figures on which we're supposed to make judgments.

That's a pretty sad commentary on the American scene.

And I want to say that when your Congress comes back next week, and some of them are here already, like I am, they're fired up. They got the message from the people. And I think that we and they, with your support, are going to develop a program which can solve these problems without dragging this country into a useless, meaningless $120 billion inflationary spiral, in order to make a few people in Houston and a few people in Topeka very rich.

Questions

[Applause.]

PRESIDENT FITZSIMMONS: As I told you in introducing him, Congressman Vanik, that he is and his reputation follows him, and is verified by his comments today.

I doubly assure you that his knowledge, his statements came from his heart, with the responsibility he has to the American people, not only from the State of Ohio but throughout this great country we live in.

Now, if any of you have got any questions, Congressman Vanik has very graciously said that he would try to answer your questions.

Is there any question?

A VOICE: I say we should run him for President.

[Shouts of "hurrah"; applause.]

CONGRESSMAN VANIK: Do I have to answer that, Frank?

PRESIDENT FITZSIMMONS: No, you don't have to.

[Laughter.]

But I second the motion!

Is there another question?

QUESTION: Joe Townsley from Baltimore, Maryland.

I've heard the previous speaker, Mr. Seidman, and yourself tell us what we have to do. Now, there's one question I'd like to ask you, and that is: What is the government—you start in your own House, you being a member of the powerful Ways and Means Committee, you have a lot to do with this.

You've heard throughout the years Admiral Bull Halsey testify before both houses of government that what we must do with our naval forces, operating in our waters and foreign waters, is convert some of our ships to—from oil and the various other fuels to nuclear fuels, or nuclear power.

Now, I want to know what your committee and the government—and I wanted to ask Mr. Seidman, too, because he has a very important job to make recommendations—what are you doing to bring some of these ships back into the shipyards of America to refurbish those ships, put them on nuclear fuel, save some of the billions of gallons of fuel that our ships are burning and create employment in our shipyards at the same time, that are laying idle.

I'd like to know, sir.—

CONGRESSMAN VANIK: Well, let me—

QUESTION:—if the Congress and the Senate are giving any thought to making moves in that direction.

CONGRESSMAN VANIK: Well, we're doing a great deal in fuels research. I want to say this at the outset, that we have a problem with uranium that's very much like the problem of oil.

One of the mistakes that we made is that we permitted our oil companies to become total energy companies. By total, it means they took the money they made in oil and they bought the coal mines. They also own a good part of the uranium.

Now, one of the problems we have with uranium is that most of it that we get comes from Canada and we have the same problem with uranium as we have with oil. We've become dependent on other countries for this source of supply; and that doesn't quite solve the problem.

I might say that we had an unfortunate ship experience with the SAVANNAH, the Russians had a similar experience. No other nation in the world is moving dynamically to the engineering of propulsion by nuclear energy. I think it's largely because of the tremendous factor—tremendous cost involved, and the tremendous cost of safety factors. I think this makes a great deal of the ship weight convert to the protection of the energy source than it does to provide shipping space.

And even with today's high market of oil, nuclear energy is really not competitive, because of these high costs, with running these ships by oil.

I would simply say that we ought to have in this country a trust fund of at least $10 billion a year, which would come out of taxes on excessive consumption of gasoline by individual automobiles, which would be ploughed into a research program for grants and for the development of alternative forms of energy.

I don't think the day is far off when we're going to be able to use hydrogen fuel, which will run and propel an internal combustion engine. I think there's a lot of substitutes that we can turn to.

I think that the engineering of ship machines is something that could be developed, to make them more efficient and reduce their consumption of whatever fuel they have.

I'm sure that both the National Science Foundation and the Committees of Congress are making extensive studies into alternative forms of energy. But in order to get this program going, it's going to take more than the $2 billion that are set forth in the President's budget. I think it takes something in the neighborhood of at least $10 billion. We have to go at this with a massive funding program to help develop the alternatives to oil for propulsion.

QUESTION: I'm wondering about the proposed tax rebate. The average American family today makes more money than they ever made before, but because the tax cuts are not maintained they pay more taxes, they may wind up with less money in their pocket.

Last week, I believe it was, back in Iowa, the headline was: The biggest bite of the Average American Family today is through taxes.

We make more money, we pay more taxes because of inflation, we wind up with—

CONGRESSMAN VANIK: You get up into a higher bracket, and you get less spendable income.

QUESTION: Is it possible to let the tax base—

CONGRESSMAN VANIK: Well, I want to say this, that I think we have to provide, and I've always advocated a more equitable tax system. You pay one level of taxes, another man earning five times as much as you pays no taxes.

In other words, from my study of taxation, in order to pay no taxes, you have to have an awful lot of income, so that you can bury it in shelters that involve capital. And the average person doesn't have the capital to put into tax-free shelters.

The average worker, the only benefit he gets is the deduction for the mortgage loan, the interest on his loan; he doesn't have any capital gains or losses. He doesn't have any widespread investments in things in which he can make a capital gain.

It takes capital to do that.

Now, the difference between our thrust, the President wants to create more capital for industry. And today the plant capacity of this country is about 28 percent unused. But he wants to create more.

Now, I think what we've got—I agree with you, we've got to devise our tax structure so that you, the private citizen, can develop a little capital with which to buy a house, with which to buy a car, with which to buy the capital goods out of which another man's job is made.

Yes?

QUESTION: Congressman, what is your opinion of nationalization or even expropriation of the petroleum industry?

[Applause.]

CONGRESSMAN VANIK: Well, I would say this, that I don't think we have to move that far. I think that the industry ought to be hearing sounds around the country, if they are listening. And I think that if they go forward with the proposal to decontrol old oil and move it to a world price, I think the oil industry is going to be in for some real shocking waves from the American people.

I don't know that they're wise enough to anticipate the great danger to which they may be exposed.

I think that the anger of the American people could develop to a serious enough level that they might at least consider establishing a government corporation out of which we can get some experience. Maybe we ought to have the government corporation deal with the offshore lands on our East and West Coasts.

We know that if the government had its hand in this work, that they wouldn't destroy the environment, that they would try to protect the interests of all of the American people. Why are they so afraid to give us a chance to find out what the real costs are in finding and developing oil?

Let me tell you, I sit in front of that Ways and Means Committee, I can't tell you how many times, they have a fellow they bring in there every year, he's Jack the Dry Well Driller.

[Laughter.]

And he comes in with his hard hat and his suit is spotted with oil, and this fellow is an expert on finding dry wells!

[Laughter.]

And he testifies to the blood and sweat and tears he's put—they've got him trying to find oil in granite.

[Laughter; applause.]

PRESIDENT FITZSIMMONS: Is there anybody else?

CONGRESSMAN VANIK: Well, I'll tell you. I can't promise very much discipline. That depends on what you do. You're one of the forces that can help discipline the Congress. Right now in the Senate and in the House they've got a committee that's considering an alternative plan to the one the President offered.

I don't know how—whether we can develop an alternative plan that's going to be pleasing to everybody. I don't know how we can write a plan to conserve oil or to hold the price lid or to develop new resources and make it available at reasonable prices.

When you've got powerful blocs from Texas and from Oklahoma and from other parts of the country.

I want to say this, the President's

program is based on what he calls a windfall profit tax on the excessive profits of oil. And they will be excessive.

It has yet to be shown that the United States Congress is capable of adopting a windfall tax with any teeth in it. That has yet to be proven.

We haven't done it. Two or three members of the Senate can stop almost anything under the present system. We went through a lot of reform in the House. They haven't moved as far as we have.

Two or three people working in tandem can lock that place up.

And on April 1st the President can sign a decree decontrolling the price of old oil, and Congress has five days in which to stop it; and in my judgment we cannot. Because you can get a five-day filibuster going there any Tuesday, and it's going to come. So if we're going to stop the decontrol of old oil, we must do it now, during the months of February or March, or the cause is lost. And that part of it may go under.

It's very difficult to assume that we have that kind of control over the body.

But the legislative body will hear you. You pass your resolution, you take your action.

Listen, let me tell you something. Last week we were in the Ways and Means Committee, and we had a little amendment, it was a little, teeny amendment that would have reduced the tax rate to the American Telephone and Telegraph Company from a half billion dollars to a hundred million dollars in one year.

And they waited, and they waited, and finally we had a vote. And after that vote, there were this many people in the Ways and Means Committee hearing room, and when that vote was taken, half of the room walked out. They were for AT&T.

Where were you? How many people did you have in the Ways and Means Committee last week? The room was filled by representatives from every business in the United States, and hardly anyone in that room worked for less than $50,000 a year. They were getting $200 an hour to be there to watch the show.

And I want to say that I looked around that room and I didn't see very many average taxpayers or people around. That was an open meeting.

Why do you think we opened up the meeting? For you to come. So please make yourself felt. Let them see you. March into the committee room and take your place and listen to what's going on, and use some of your legislative strength to help influence the course of legislation. You come there with 81 strong, and see if it doesn't make some of us just a little bit more brave.

[Applause.]

PRESIDENT FITZSIMMONS: Someone else have a question?

CONGRESSMAN VANIK: Just one more.

QUESTION: Mr. Congressman, is it true that the oil industry has already contracted to export oil from Alaska that we haven't even begun to see yet? And is it true that the oil industry has blocked the building on the East Coast of at least two refineries?

CONGRESSMAN VANIK: I think that the refineries that are being blocked on the East Coast are primarily being blocked by people, by local groups of people, who complain about—who are concerned about the effect of their refinery on their local environment.

I don't think that they—I think there's been some industrial change of heart. Right now the refineries don't have enough oil, or they don't have any—they're up to their hilts in the production, and we're almost meeting the needs. And there's a serious economic question as to the profitability of more refineries in the condition where gasoline might be 80 or 90 cents a gallon, and the demand for it might just considerably reduce.

I don't know about the sale of Alaskan oil. I don't think that it's been sold. They haven't brought any out yet.

Of course, that doesn't keep them from selling it, because the people that are producing it are private corporations, and I suppose they can sell it wherever they like.

But we better take some action in this Congress to prohibit any such sales unless they're cleared or in a process that's cleared by a formula set up by the Congress.

I think that's one of the areas we have to legislate in.

One other thing we have to do, we have to, in dealing with the OPEC countries, we shouldn't let Exxon and all the other companies become our agents. Uncle Sam should deal for this oil.

The United States Government. So when we talk to King Faisal about oil, we can say: We want to buy some of your oil. And he says yes. And in the other hand we have all of our agreements on commerce, on trade, on communications, on all the other things they need. Who do you think is going to defend the integrity of the oil-producing world? France? You think Germany is going to do it? You think England is going to do it?

Their lines are ultimately—they are going to be defended by the United States Government, or they can go to Russia. They have no other place to go. And if we told them: Look, if you can't give us this oil at a reasonable price, defend yourself. I think we'd get better terms.

And only Uncle Sam, only the United States Government can do that.

Now, Senator Frank Church is introducing a bill on this point in the Senate. He has—I think he introduced it yesterday. I'm introducing a comparable bill in the House tomorrow. I hope your organization will go on record in supporting legislation which is going to make it up to the United States Government to deal with foreign governments on the purchase of whatever oil we continue to need from abroad.

[Applause.]

QUESTION: Well, how much oil that we import in this country is imported from the Middle East? That we consume in this country.

CONGRESSMAN VANIK: I think about 20 percent.

QUESTION: Well, as a matter of fact, there might be a little less than ten per cent, sir.

CONGRESSMAN VANIK: Well, —

QUESTION: And I don't know why we're talking about OPEC, because—

CONGRESSMAN VANIK: —I can't really tell you, because, as a member of the United States Congress, I want to tell you that they interfere with us getting the information we ought to have. And I can't count the ships.

QUESTION: Thank you.

CONGRESSMAN VANIK: One other question I think I can take time for.

QUESTION: Congressman, just one little question, I'm going to get mine over right quick.

What the Congress is talking about, you know the truck drivers over the road and locally, we have this 55-mile-an-hour speed.

Now, I used to drive a truck, which I drove 23 years, over the road and locally. Driving these big trucks, these diesels, you can never get your truck off of the low side—when I say off of the low side that's where you're burning all of your fuel. At 55 miles an hour, these rigs that these guys are driving over the road now, they are burning more fuel at 55 miles an hour on the low side, and still, if they could get their truck up where they could get on the high side, then they're burning less fuel.

I wonder what are they doing about that? Are we still going to stay at that same—

CONGRESSMAN VANIK: I think —I don't know, I can't answer that.

QUESTION: I know that we have, you know,—

CONGRESSMAN VANIK: I think that they're studying, I think we're getting efficiency reports to determine what we ought to do on that. I think the office of—the Federal Energy Administration is working out some studies, or the EPA is, working out studies on gasoline consumption.

I don't know, I think we ought to study it out. And I think we ought to—whatever we do, we ought to do what promotes the greatest amount of energy savings. I think that ought to be the course we ought to follow.

QUESTION: I was just talking about the trucks, not the automobiles.

CONGRESSMAN VANIK: Yes.

QUESTION: I know you do save fuel with automobiles, but we're not driving automobiles.

CONGRESSMAN VANIK: Well, we've saved a lot of lives, too.

QUESTION: Yes, but the trucks, we do know that we do stay on the low side, and that's where you burn most of your fuel on the low side.

CONGRESSMAN VANIK: Yes.

I just want to say, Frank, and Dusty, that I certainly enjoyed this afternoon. You've had a lot of energy out here. This is almost like a sauna.

But I feel that this has been well worth my time. And I want to say, as I close, Frank, that I think that your organization is one of those instruments of policy that has a tremendous unrecognized strength in the Congress and in the United States of America. You've got power. Use it. Use it to get Congress, wrench out of us the laws that are going to meet the problems of the recession, the problems of our energy shortage. You can do it. And you've got people on your staff who've got ideas that are good. Lay them before the Congress. Lay them before the White House.

I can't underestimate what can be done by organizations as powerful as yours, if you can take your whole membership and reduce your thinking to an idea that you support, you might show us in the Congress where we have 535 people, who have the same problems, if you can resolve yourself on policy and write it down and get it boiled down to the essence of what you want in a legislative program. I think you might show us the way that we can do it.

And I'm sure that you can be a powerful instrument of politics.

All right.

Gov't Relations Timely

Rodgers Says Make Gov't Responsive to Peoples' Need

Donald Rodgers is Director of the IBT Gov't. Relations Department.

General President Fitzsimmons, Secretary-Treasurer Miller, Vice Presidents, and members:

The new Department of Government Relations is quite timely, if nothing else. I think you heard that this morning.

Just a couple of points that I have gotten out of the speakers so far, but let me preface it by saying this:

For some 23 years I've been coming to conferences like this, at the State level, District level, et cetera. And, as has occurred, we have all heard of the problems that we've had in the past, whether it be 14(b) or anything else, and we get all fired up, and we go like this emotionally; then when we leave, we kind of fade and we kind of forget.

I would just like to caution everybody that we're in the 11th hour, and there was one thing said this morning that strikes me as being maybe at the bottom of this, is what Senator Javits said a few minutes ago; that is, economically we can't take a depression. But I think the key to what he said was socially we can't take it.

Don Rodgers

And I think that that statement should be looked at. And I think you ought to pull it apart a little bit, because there's an awful lot to it. I think we're on the verge of people with a lack of faith in leadership, of the establishment, of the government, et cetera, of being in a very downcast situation.

And I think all it's going to take to get them to blow off, really, is that one ingredient that we know our people can't take, and that's unemployment. Just plain unemployment is the match. We have to reverse this, and it has to be done now.

The last point I want to make to you is this: The Government Relations Department, that's our dealing with government—and that's what we're setting up in this International Union—to deal with them on a day-to-day basis; not the question of just making the laws, but how they are carried out.

And it's how they're carried out that determines how our people fare economically. We're going to have to pay more attention to it.

Make no mistake about where our muscle lies in this organization, it lies in your two million members. But they have to be fired-up. And you're the people to do it. And if we leave this conference, I don't know if we have a chance at another conference; this country is in trouble, and I don't believe that there are a lot of people around who have all the answers. The answers have to come from you and your people, and we have to tell them what we need to survive, economically and socially.

So I think the results of this conference, we've got to put back to our people and get them moving, to make the political system respond to our people and our needs.

Sen. Javits Calls for Overhaul of Country's Unemployment Compensation

Sen. Jacob Javits

I am very grateful to President Fitzsimmons and to your vice presidents for inviting me here to speak this morning.

I am particularly gratified that a very good friend of mine and a very great supporter of mine, in your name and in his own, popularly known to all New Yorkers as Joe T is here this morning. He gets on my back occasionally to do more than I even can do, but that's his job. I try to do mine as well as he does his, and he does his superbly well. And I look forward to many, many years of close cooperation with him and with the high aspirations of your union.

This is a very tough time for unions, it's also a very tough time for employers and for our country.

Now, there's one fundamental precept which I would like to lay down in the brief report which I will give you—I heard Dave say very clearly that you're running behind schedule; and I won't take more than 10 minutes or so.

And that is that this country cannot afford a depression. This country cannot afford a depression. It can't afford it socially, even more importantly than economically. We have had too many strains already, in the postwar period, in the grave division of our country over Vietnam and Nixon, and a host of other problems, to allow the social fabric to be further rent asunder by a depression.

Therefore, and this dictates high policy by our government, it means that we must give the first priority over the fight against inflation, important as that is, but we must now give the first priority to avoiding a depression; and therefore to dealing with the manifestations of the recession, which we're decidedly in, in a decisive way and a high priority, so that we avoid what would even be worse.

This does not negate the critical impact on all of us of the erosion of double-digit inflation. But, nonetheless, it puts first things first. And when the house is on fire, you have to put it out before you can make it livable in any other way.

With seven and a half million Americans ready and able to work, but unable to find gainful employment, and with the danger that in the next month we may find that number as high as 10 million, our path and our duty seems to me to be very, very clear.

We have got to put our country back on the road where jobs for Americans who need them are available. And we must insure also that the most innocent victims of this situation, the unemployed who are the poor, and there are many poor who are employed, which we all often fail to realize in this country. Those who live on fixed incomes, our elderly citizens, and the rank-and-file worker who has been hit by this terrible disaster of unemployment should not be made to bear the brunt of an economic hardship, which is no fault of theirs, but is our collective responsibility as a total society.

High Priority

Now, we have already in the Congress begun to address this problem on high priority. But we have not done nearly enough. And so in the time which you allow me today, I'd like to lay out what we have done, what we are doing in a current way, and what we should do as we look down the road; and this situation faces us so very starkly.

Last December it became clear that unemployment insurance programs already in place are insufficient to meet the on-coming crisis.

In response to this, I sponsored two major legislative initiatives, both of which were enacted into law in the last Congress. The first provided that 12 million American workers, including very notably public employees, who had previously been excluded from the Federal-State Unemployment Insurance System, have a special program of unemployment insurance financed by the federal government for up to 26 weeks of unemployment benefits. And that is on the same basis as they would have gotten were they eligible in the States to which they are attributable.

In addition, the same legislation provided for 300,000 new public service jobs for people who couldn't find work in the private sector. The general proportion that we figure we really must have as the basic minimum is roughly about one-sixth to five-sixths of public service jobs. And so 300,000 was the bare minimum, with the unemployment at that time of roughly in the area of five and a half to six million; it's now, as you know, higher than that, as I just stated: seven and a half million.

So that was one bill.

Better Position

The second bill gave an added 13 weeks to the 26 on the State-Federal program, the 13 extended, which was then law, we added another thirteen, making a total of 52 for covered workers who had exhausted their benefits under the regular unemployment insurance system.

Now, we still have to do more, and so I have authored the following laws, which I am hopeful will get us to a better position to take care of our people than we even are today, notwithstanding what we thought was a very considerable improvement in the last Congress.

First, the Emergency Jobs and Unemployment Assistance Act, which I am seeking to have extended for one year at this time with appropriations sufficient to establish a million public service jobs.

In a State like our own, Joe, that would mean that we would get a 100,000 jobs instead of roughly what we have today, which is around 25,000. And that's very inadequate for our devastating unemployment situation in New York.

The second bill, and in this I joined with Senator Kennedy of Massachusetts, would provide that workers who lose their jobs and are eligible for unemployment compensation would continue to have the United States Government finance their health insurance benefits, so that the premium for their health insurance, or the payment into the trust fund, if there is a management-labor trust fund, would be made by the government in view of the fact that the unemployed worker can't carry those premiums or those payments, and certainly can't if all he's getting is unemployment compensation.

[Applause.]

So while unemployment compensation can keep a roof over his head and feed his family on the very minimal basis at today's prices, we certainly must see that the unemployed person doesn't suffer illness because of economic stringency.

Indeed, gentlemen, I might tell you, as we're all so interested in a National Health Plan, I am and you are, that the cardinal aspect which demands National Health Insurance for our country—and I'm confident we'll have it in '75 or '76; probably '76—but the cardinal precept which demands that is that it's contrary to every human instinct and every devotion to the equality which the Constitution guarantees, for Providence to dictate who lives and who dies on the basis of money; and yet the absence of universal National Health Insurance results in exactly that kind of a situation.

So we are moving in this respect, respecting the unemployed, with an eye single to that fundamental principle; which, it seems to me, is absolutely essential to our country.

Down the Road

The third piece of legislation I've proposed looks down the road a bit, but it proposes a federal full employment and jobs development act. It proposes to establish a Federal Full Employment Board, which will annually recommend policies to our country to achieve full employment on a year-to-year basis, and serve as the focal point for all elements of the Federal Government, in the Congress and in the Executive Branch, looking to determine how private and public employment can equal full employment in the United States.

Now, there may be other things that are necessary, as we go along, in respect to the unemployment picture; and I shall do everything that I can. I'm confident, as I already have had, that I will have the great cooperation of Chairman Pete Williams, the Chairman of our Committee, and of the other members of our Committee and of the Senate itself, which is extremely solicitous in this situation.

And I might tell you, though I never pretend to speak for anybody but myself, that it is my judgment that the general attitude of the Senate and of the Congress as a whole—though I know much more about the Senate, naturally—is that they feel as I do that our country cannot afford a depression.

And that if human means and willingness to run risks and to extend the credit of the United States and to ask sacrifice from the people of the United States can avoid it, we will avoid it by the measures which we enact in this current legislative period.

[Applause.]

Now, rapidly, and I complete my brief talk with you, a list of other things which need to be done.

Mainlines

As I see it, we must act rapidly on a reduction in personal income taxes, sufficient to create a substantial and immediate economic stimulus, it's demand and the confidence in buying which is very seriously reduced.

The ballpark figure which has been discussed is something in the area of 16 to 18 billion dollars, on this one-shot basis, which is what the Ways and Means Committee of the House has reported out. Various economists estimate it may have to go as high as 20 or 22. But whatever it takes, we must do, and I will lend myself strongly to that.

Now, as to corporations and other business concerns. We must not be unmindful of the fact that it is they who generate employment. Therefore, the investment tax credit is not some small tip to the rich, but it should be done because capital improvement is absolutely essential to an increase of productivity in the American industrial machine.

But we should zero-in especially on those industries where it could do the most good, and obviously housing and what transports people—which is your particular business—are the mainlines of where this should be concentrated.

Also where industries are attaining a maximum of their productive capacity, we should favor the expansion of that capacity because it's a fundamental principle in life that we should always ride our strength. So if there are businesses that look good and are doing well, they're the very businesses that we want to see expansion in, because it apparently is the right road for getting more jobs.

Now, I am a great believer in the essential need for more productivity in this country. That means more production per man per man-hour. It benefits all of us. We'll fight for how to divide the pie, but there's got to be some pie around. I'm talking about wages and salaries and dividends and other profits. We'll fight about that until the cows come home. But there's going to be something to divide.

We Are in War

And that means the productivity of our country, and the worst statistic which we have seen in this very serious recession is the diminution in the productivity of the United States for the first time in decades. That erodes the fundamental strength of our country and it erodes what you and I and all Americans must depend on, not only for our strength but for our very survival.

Now, during World War II, we had 5,000 labor-management productivity councils in this country in order to boost production, and it worked very well, even on such elementary things as absenteeism and alcoholism. It was a very, very effective force.

I don't understand why such a program is not embraced now, when patriotism should reach out in exactly the same way as it does in war. Because we are in war. We're in a war against depression, and we're in a war against social dissolution; a war just as pregnant, involving just as much hardship as fighting and shooting wars, which seem to bring out our willingness to sacrifice and our willingness to pay the bill a lot better than these very secret, but very lethal, wars like the one we're fighting today.

Now, all of us know that we need an energy policy. Americans do not like to ration by price. And therefore, while we may appreciate the need for contracting demand in gasoline by some increase in price, an order of the magnitude of ten cents or so per gallon is probably not going to make all that difference; but to try to ration by price is against the American conscience.

Every American ought to ride or be able to ride like every other American, without regard to his personal wealth.

[Applause.]

And so I favor very strongly the path of allocations. Yes, even rationing if necessary, with due concern for the fact that moving industrial and other goods is essential—that's the business which you're in, that's entitled to the highest priority—rather than to try to ration by price.

Finally, gentlemen, I would be untrue to myself if I didn't give you some glimpse into the future as I see it, stretching over, let's say, the next five to 10 years.

I think we've got to do the following things:

We've got a big job to overhaul workmen's compensation programs in our States, which are woefully inadequate; and through legislation which I sponsored, we have the report of the Federal Commission recommending major changes in the workmen's compensation system of our various States. And I believe that will have to be done in some way through the establishment of federal criteria, rather than to just let the thing ride, as we have, based on individual State wishes in the matter.

Reform

Secondly, I think we've got to permanently reform the Unemployment Insurance System itself. It again is very, very different in many, many States, and even in the Congress, as the result of many patchwork amendments. We should not have been caught flatfooted in this situation so we had to pass a 13-week extension of Federal Unemployment Compensation.

But so long as there is an economic situation in which workers suffer the kind of hardships they're suffering today, the Federal System ought to be adequate to look after their needs as unemployed for so long as the economic situation keeps them unemployed.

So we need minimum benefit standards in unemployment compensation, universal eligibility including public employees, minimum benefit duration, and a rate of unemployment compensation which is at least livable; and that is not true today in many of our States.

Further, the Labor Committee, of which I have the honor, with Senator Williams, to be the two seniors, must double its efforts to see that the programs it has authorized, Fair Labor Standards—that is, the minimum wage — Occupational Health and Safety, Pension Reform, that great landmark of which we have every right to be so very proud, discrimination in employment and other measures are being effectively administered.

And, finally, like Martin Luther King, Jr., I have a dream, too. My dream, which I hope very much in the next six years—which I now have; having been re-elected last year—and with the tremendous help of Joe T and your trade union members in New York, or I'm sure I couldn't have made it. I have a dream and that dream is ultimately a real division of ownership between the workers, the investors and the managers of American business.

I think this is the true eventuation. I call it people's capitalism, to which our society is destined.

And in addition to all of the other things which take care of our workaday responsibilities, we Americans ought to have a dream, too.

We have two things that Communists cannot have, it's just inherent in their system that they can't have it: One is credit and the other is ownership.

Nobody owns anything in a Communist country, and they're too scared of each other and of their government to have any faith in the credit system.

These are two enormous strengths of ours, and I shall do my utmost, as the senior Senator from New York, to develop a system by which, in the interest of the American worker, he, too, may have a stake in the society, a stake in the economy, and a stake in life which will make him and everyone in our country who is willing to work for the privilege a capitalist, too.

Questions

THE CHAIRMAN: Thank you very much, Senator.

The Senator has volunteered, if anybody has any questions, that he attempt to field three or four, if anybody is so disposed.

The gentleman in the front row.

QUESTION: I'd like to know two questions.

If we have to go into gas rationing, isn't that really going to hurt the economy? As Frank Gallagher has talked about, isn't that going to be worse?

SENATOR JAVITS: Of course. It will hurt the economy if it's stupid, and we want to avoid it. I'm not for rationing. But I'm not for rationing by price, either.

Now, we had an experience early in '74, when we had the gas lines, which is not unsimulatable to the present situation. We saved, at that time, about 900,000 or 800,000 gallons of gasoline a day by the rather simple means that we used then; that is, you couldn't fill your tank if you had more than half a tank, you bought on odd days, and so on.

If we have to go that route, I could not visualize any reason for being any more stringent than that.

You heard a lot about gray coupons and white coupons and so on, but I think that's much too complicated and, as you say, much too strict.

I hope we will avoid any actual rationing, and I believe that we will. But I don't think we will unless we make a real effort to allocate our supplies in an intelligent way, by various regions of the country, and actually reduce the demand which is elastic, and that is the demand in gasoline, to eliminate as much unnecessary driving as possible.

And, considering the enormous volume of gas we use in our country and how much we waste, we all understand that. As we showed before, a million barrels a day should be very, very manageable for us. And that's all we're talking about.

So I don't see the danger that you describe, because our goal is very limited.

QUESTION: Well, why did we go off of the plan, if it was right for the emergency, with the gas stations being closed on Sundays, and now to give the American people the experience again of going off of it again and then going back on it?

SENATOR JAVITS: Well, you're not trying to tell the American people that there's no gas around—there's loads of gas around. The trouble with it is price. We are hemorrhaging today in terms of what we have to pay for it as a nation. If it were internal, we wouldn't care. But it's external.

And therefore we simply have to stop the bleeding. And we have to stop the bleeding by cutting down on the amount we buy abroad until such time as we are able to supply it ourselves, which we estimate in the area of five years.

So we made a mistake going off it; we had no business to. But we're not prescient, either, we didn't see that far down the road.

QUESTION: Senator Javits, we saw the Federal Reserve System used as a means to stop inflation by closing the pockets, so to speak.

And we find now that we have overshot the five percent mark that they anticipated, that the pocket has not been sufficiently released to put the supply of money in it. What is your position on that?

SENATOR JAVITS: I agree with you. And I believe that the Federal Reserve System has to ease up and make money more available, so that there is greater credit for enterprise in our country.

The Federal Reserve's answer to that is that they have to pass judgment not only on the amount of money which can be feasibly used, but on the amount of credit which the United States is properly entitled to, so that we don't have a new round of inflation and therefore drown the benefit from easier money in a new inflationary maelstrom.

Now, in my judgment, therefore, the other measures which we're discussing, respecting taxation, respecting control over what we import in energy, respecting our budget, will influence the Federal Reserve Board to expand the money supply.

In other words, it's not just a matter of ordering them to do it, because their job is not only to do it when the national situation requires it, but to have some concept of the creditworthiness of our country at the same time. That's what it must relate to. And that's what they're planning for now, and I believe the juxtaposition of the two is right now, and I'm all with you on that, and I'll use all the influence I have to get the Federal Reserve to expand the money supply.

QUESTION: Gene McDonald from Nassau County, New York.

SENATOR JAVITS: Welcome!

QUESTION: In reference to the federal bill with Kennedy in the Senate, is there a comparable bill in the House of Representatives?

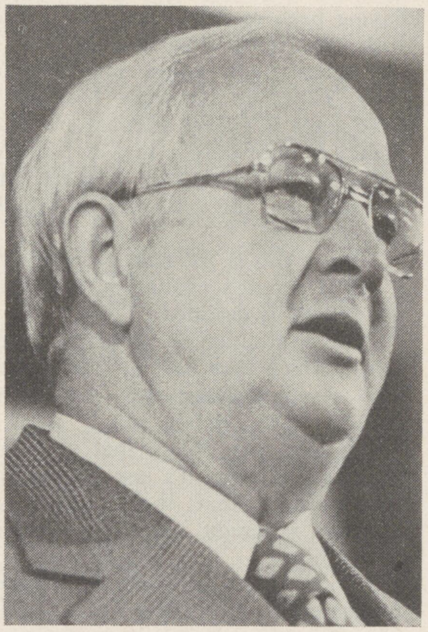
SENATOR JAVITS: There will be. It's a very attractive bill. I can't, standing up on one foot, tell you now whether it has been put in; but I'm sure it will be. Because it's the right thing to do, it's an intelligent thing to do, and if it hasn't been done already, I'll see that it is.

Well, gentlemen, thank you all very much. Glad to be with you.

Kentucky House Speaker

Norb Blume Calls Politics At State Level Important

Norbert Blume, is president of Teamster Local 783, and is Speaker of the House in the Kentucky State Legislature.



Norb Blume

Five minutes ago, Dave Sweeney comes back and says:

"Listen, the Congressman is running late, and it looks like the Senator is going to be late, so would you get up and say a few words?"

I like that kind of notice, Dave. I'm beginning to be his filler at these conferences.

I've been a full time representative of the Teamsters now for 25 years. It was about 14 years ago that we determined that we could be more effective within the halls of the legislature than standing out in the halls trying to explain our positions to those who were elected. And we have heard a lot today about money, and of course money is extremely important in financing any campaign.

But there is something happening on the national level, and it's called "New Federalism," where there is an emergence of state legislatures, and I think, with the revenue-sharing bills that were passed by Congress, and other bills that are being passed, it's going to put more and more emphasis on your state legislatures.

I am afraid that not only we in the Teamsters, but most other labor unions, have not given enough attention to those we send to the State Houses, and more and more, their decisions are going to be prevailing on your membership.

I have been Speaker of the House in Kentucky now for four years. I find that one man within the legislature from your ranks could be so much more effective than two or three lobbyists outside of the halls, because you've got a vote in the chamber, you've got an association with the membership that is quite different than those who are trying to influence them.

Many times I have found that the most effective thing of all for us to get involved in politics is that more and more of our membership and stewards are getting active at the precinct level. Now, those who are in the Congress or in the State Houses, they remember those who got out with them prior to the election, went door to door, knocking on doors, talking to people to get elected. And when they want something done, when they go to their Representative, or their State Senator, or their Congressman or Senator, they're remembered—they are remembered by name.

Of course our officers are remembered; those who are responsible for turning over the political contributions—they know those people. But even that it is not as effective as 10 or 12 stewards in a legislative district who will get out and work the precincts for those who are running for office. And here is where I think we can do the job that doesn't take the money. Here is where it really takes the personal sacrifice that is appreciated, that not too many of us have the time, and we haven't encouraged the general membership to get involved on this level.

And this is where I think we are failing, and it is one area I would recommend that we get more attentive to and active in.

Recently I accepted a position with the National Conference of State Legislatures, on their Executive Committee. They are now setting policies in what they call their Inter-Governmental Relations Committee, that are going to have an impact on the Congress and all the legislatures. And again, this is an area where we in the labor movement don't have a great deal of input, and for some reason it has missed those who are working in the lobbying field of labor.

Later this month there will be a meeting—I think it's on the 28th, 27th and 28th of this month—the Inter-Governmental Relations Committee of the National Conference of State Legislatures is meeting here in Washington, and they are inviting to this group all of the Congressmen and the Senators who previously served in state legislatures. And when you look at the figure and the numbers involved, it is a tremendous number.

The point I am trying to make simply is that we need to put more input in at the beginning when people are running in their legislative districts. Now, this is usually a very small area, and unfortunately, if you ask your general membership who their state Representative was or who their state Senator was, I am afraid few would know who they are. They may know their Congressman or their Senator.

But here is the area where we need to impress them to get out and work, and those who are elected remember those who were in the trenches and working with them. It doesn't cost that much but it takes a great deal of time. I recommend that we try to follow it.

Durham Says Safety-Health Tied to Effective Politics

R. V. Durham is director of the International Union's department of Safety and Health.

Well, for any of those of you who don't know me, I am R. V. Durham, and I've been working with your Safety and Health Program, and for those of you who do know me, I won't be very long this morning.

But even in these times of economic necessity, we should not overlook the safety and health of working people in general, and Teamsters in particular. It is in times such as these that employers will cut the safety corner and ignore the needs of our members.

As you know, General President Fitzsimmons made the decision to establish the Safety and Health Department at the International level, and in the 16 months that this Department has been functioning, we have been able to encourage the Locals to develop and extend the Safety and Health Program for their members, which includes efforts to push for protective safety and health provisions in their contracts.

We have made available suggested contract clauses for the Locals to use in their proposals to include these safety and health provisions.

We have developed and delivered an educational program for the officers and representatives of the affiliates, which includes four regional seminars in which approximately 150 Teamster representatives attended; we have compiled and distributed safety and health manuals for each and every affiliate.

We are presently publishing and distributing a monthly newsletter—"Shield"—to each and every affiliate, in an effort on keeping the representatives advised on the current developments in the field of safety and health.

The International has purchased films which we are making available upon request, such as on the Occupational Safety and Health Act.

We are also coordinating activities of the Teamster Locals and Councils throughout the country in their dealings with the Government agencies on matters of concern to our members.

During the past year, our activities have touched on problems as diverse as our membership; we have been involved in problems dealing with truck equipment, construction safety, environmental protection, food industry, CB radios, et cetera. You name it and we probably have been involved in it to some degree.

R. V. Durham

Although there have been many disappointments, we have made, I feel, some progress. Hopefully in the coming months we will be able to make additional progress.

As I said, I am going to be very brief, but in conclusion, let me, if you will, impress on you the importance of DRIVE. The only way in my opinion, that we can translate our ideas into law is via an effective political program such as DRIVE. As a local union officer for a number of years, I have always supported DRIVE and encouraged our members to belong. But believe me when I say that—how little did I realize the importance and the potential effectiveness of the DRIVE program until I began to work at 25 Louisiana Avenue.

As you probably know, our enemies would like to destroy the Occupational Safety and Health Act, which is commonly referred to as OSHA. This law was almost gutted last year when the House of Representatives voted to exempt employers with less than 25 employees. This would have left 90 percent of the employers, or places of employment, without protection of law.

Fortunately for the workers, a lot of hard work was put in by Dave Sweeney and Bart O'Hara, and the exemption was dropped when the bill was sent to Conference between the Senate and the House.

Conference Speakers Point to Need for DRIVE

Fitzsimmons Urges Rank and File Participation in DRIVE

General Secretary-Treasurer Miller, Colleagues on the General Executive Board, representatives of our unions, and visitors.

Let me say it is a great feeling to know our people have shown such interest in this emergency conference called in reference to our present dilemma.

I appreciate the great zeal yesterday, the excellent attendance and the attention of the delegates.

Normally at this type of conference, we find some of the delegates walk in and out of the meeting. Many of them don't necessarily really digest what the conference is called for. They don't take notes. And we wonder if they really report back to their memberships. We are experiencing just the opposite at this conference.

This group represents better than two and a quarter million members of this International Union. We are all very much perplexed by what is going on in the economy because it affects our membership, their families, and their communities, and it affects those who have no union representation.

It affects those on fixed-incomes, those who are supported by the younger members of the family, those on social security or pensions which were adequate before inflation took its toll.

We find that the number of unemployed is being magnified every day.

Those are the reasons for this conference. This conference is to engage our people in carrying the message to those who make decisions, to let the government leaders know that we are at the end of the rope in our patience.

I want you to understand one thing. We didn't call this Conference to just go through some motions. We called this Conference to:

To let you all know that the International Union is very disappointed in our DRIVE program. It was pointed out yesterday that this International Union has negotiated provisions for DRIVE checkoff in our contracts. We have encouraged others to negotiate the same provisions.

Many international unions have their political programs firmly supported by the membership of their union. We look and we see that they have some good staff, people who are effective in working with government representatives for worker needs, and they enjoy some success.

I have no qualm in standing here and telling you that by way of comparison, the Teamsters has the greatest staff in town in our DRIVE program under the leadership of Dave Sweeney.

Sweeney, Bart O'Hara have accomplished more legislatively for working people than we ever thought possible. They are complimented by heads of other departments, such as R. V. Durham in Safety and Health, and Norman Weintraub in Research. But they need support from the local union level.

You delegates must tell your membership what is necessary. Because the membership is involved today. Their communities are involved, the same as you who are officers are involved.

We have a membership which understands 1975. There is a real desire on the part of the membership, in my opinion, for us to give them the direction, to ask for their support for what is needed.

And, I think facing up to such reality will gain for us more respect as far as the membership is concerned, than anything else we can do.

I believe that if you adequately report back to the membership on the contents and the thrust of this Conference, that membership will participate in the kind of activity needed to bring us out of this dilemma and back to reality.

Mathis Outlines Greater Need For DRIVE

Weldon Mathis

Weldon Mathis is an IBT Vice President and is Secretary-Treasurer of DRIVE.

Thank you Dave, General President Fitzsimmons, members of the General Executive Board, Delegates.

What I want to talk to you about today, is coming up with some money for political activities in the coming months and years.

Political Involvement

I guess there is no reason for me to try to stand here today and go into all of the ramifications of the necessities of our being involved in politics. The recent enactment of the weight law, the new highway weight law for trucks, is an excellent example. The situation where the Congress increased the weight law to 80,000 pounds overall, and set a 20,000 maximum per axle.

I am of the opinion, and the people that are acquainted with the law are also of the same opinion—that this allows 20,000 pounds on the steering axle. Now, Dave and his people in the Legislative Department worked very hard over on the Hill trying to get a maximum 10,000 pounds on the steering axle. Senator Hart introduced an amendment to provide for a maximum 10,000 pounds. We really thought we had a possibility or an excellent chance of getting that amendment attached on the bill and getting it through.

Public Funds

The result is that the bill came flying through with 80,000 pounds maximum and 20,000 per axle. I understand there are some trucks now operating on the highways, experimentally, with 18,000 pounds on the steering axle. These are experimental trucks, but they are experimenting with the tires to see if they will stand up to that kind of weight.

Now, Presidential campaigns in the future will be financed by public funds. But you are still going to have the Senatorial and Congressional races that are going to be financed by contributions from all different sources; you've read in the papers over the past couple of years about the contributions that have been made from various industries, in violation of the law, in many cases; many high executives of various large industries in this country have been hauled into court and fined and found guilty of illegal contributions.

Free Funds

The only way that the Teamsters Union or any labor organization can make a contribution to a Federal election, Senatorial or Congressional, is out of what we call "free funds." We can't use union funds; you can only use voluntarily contributed monies, and the only place we can get that kind of money is from our members.

General President Fitzsimmons has beefed up the Legislative and Political office. We have an excellent staff there; most of the men have been around a long number of years—much experience in the legislative and political process. We have a staff in the field working with various local unions, trying to get DRIVE chapters there started where they are not now in existence, and trying to get those revived that are lying dormant in local unions and joint councils.

It is a very simple matter. And General President Fitzsimmons told me last night that the International Union is willing to help to get some of these chapters here started.

Provide Assistance

Where we can, we will provide assistance in setting up the chapters. Dave and his staff are always available, at least by telephone, to assist in any way they can.

But what's happened in the past? We are getting calls from local unions, letters from local unions, joint councils, vice presidents, asking for funds for contributions out of DRIVE for fund-raising programs for various Congressmen, governors, city mayors and councils and all kind of political campaigns. What simply is the case—and it's a fact of economic life—is that too much is going out and too little coming in, and we are broke. We just simply don't have the funds.

Short Funds

We have operated, of course always, since I can remember in DRIVE, on short funds. We never have had enough, probably never will. But the one way to raise funds is a proven fact; those of you who have DRIVE chapters know that the members, 99 per cent of the members in every meeting that our DRIVE people have had, have voluntarily signed a check-off to contribute five dollars a year in the DRIVE.

Cooperation

These men—it's unbelieveable; most, or some of you men, I know, are scared to death for some outsider to come in and start talking about "give me some money." I would feel the same way under different circumstances. But I have seen these men go into local unions, meet with groups of 10, 30, 50, 150, and invariably 98-99 percent of those members will voluntarily sign to make a contribution once a year of five dollars.

Now, you can multiply five times two million right quick, if you want to, and come up with ten million dollars. That's what is out there, but is possible for us to bring in to the till. We are not looking for that kind of success.

The thing we are looking for is the cooperation of the local union business agents with our DRIVE people and our staff to set up a local union chapter, or a joint council chapter—however the case may be, and give us an opportunity to help you raise some funds for your own use at your local level. But we just simply do not have the funds available to spend $500 or $1,000 or $2,500.

We get requests but invariably we have to reduce the amount of money that's requested, if we can make a contribution at all. Now, we don't like to be put in that position, but it is simply the fact of life that there is no other way. If you will give us an opportunity, we will work with you, set up your chapters, come in and work with your people, train them to the extent that is necessary—if it's necessary, and help you contact your members and start a DRIVE chapter and start getting some funds for your activities on the local level.

50-50 Deal

At the same time, we share in the five dollar contribution 50-50; we've got funds available. It is just a simple fact that today politics is money, and money is politics. It's that simple; they are one and the same. If you want to have a voice in Congress, or you want to have a voice in the state legislatures, it takes money to get that voice, and the only way that we can raise money to build up any kind of a political fund is through your cooperation with our DRIVE program.

DRIVE Checkoff

We just issued a charter three months ago to a local union with 4,000 members. I was told yesterday that we have already gotten over 1,000 members signed up.

Now, our National Master Freight Contract contains a check-off provision for DRIVE. Some of the other major contracts, in the grocery industry and other industries also have that language, and a little effort on your part—most companies will agree to give you a DRIVE check-off, if they'll give you a check-off of dues. They really don't object, in most cases, to giving the DRIVE check-off.

So if you'll just give us an opportunity, we are going to be in touch with you; but if you will get in touch with us it will make it that much easier. We are going to have a guy calling on you; show him a little courtesy, give him a little cooperation, and we will make this thing successful.

Legislative Director

Sweeney Outlines Legislative Goals of Teamsters Union

David Sweeney is the International Union's legislative director and was chairman of the IBT Emergency Economic Conference.

I want to report to you that the International Union is supporting national health care, we are supporting collective bargaining for public employees, we are supporting NLRB coverage for public employees and farm workers. We are supporting federal standards for both unemployment compensation and workmen's compensation; we are supporting amendments to the Landrum-Griffin bill, which will allow local union officers to serve five-year instead of three-year terms.

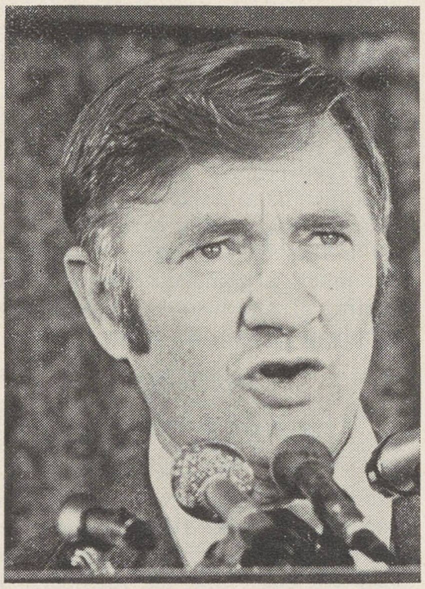
We support a bill just recently introduced which is going to have the Federal Government pay the health and welfare premiums for laid-off workers; we are going to support this piece of legislation, and naturally, we are for elimination of 14B in Taft-Hartley, and then for our food-processing people from the West, we had a bill in the last session of Congress, and it's going to be reintroduced shortly.

We are going to attempt to have the 7-day rule apply in food-processing, as it does in construction, for union membership.

Now, a couple of items that will be touched upon by the speakers, and I think this is an area in which you should be extremely alert.

One is that we are opposing most of the harebrained schemes that have been raised dealing with deregulation in the transportation industry. It's our feeling that most of the people that have proposed this legislation really and truly don't understand transportation in the United States in general, and the trucking industry in particular.

We are opposed to further extension of the Hobbs Act, and we are—another item that a lot of you probably didn't pay much attention to in the International Magazine—we called it Hawaii Dock Strike legislation, but we fully anticipate that there will be another move for regionalization of Taft-Hartley, either in terms of geographical area or in terms of profit. We are opposed to this legislation, and from time to time we are going to be communicating with you and asking for your help and support.



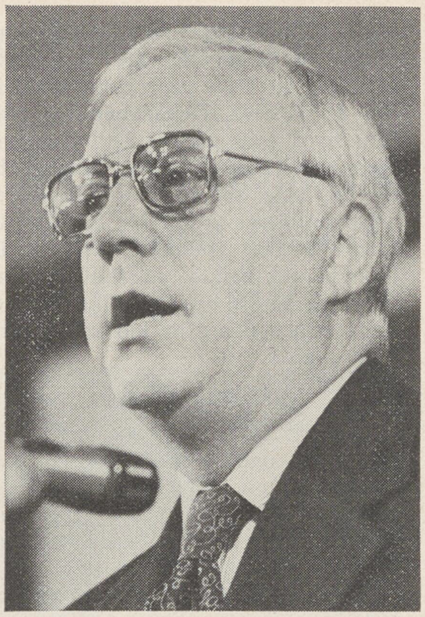
David Sweeney

WCT to Boost DRIVE Participation

M. E. Anderson is IBT Vice President from Burlingame, California, and Director of the Western Conference of Teamsters.

Coming from the largest state in the nation, of 22 million people, we right now have on an unemployment of over 10 per cent. And I see nothing on the horizon to slow that up. I want to assure this Executive Board, and you too, Dave Sweeney, that at our Conference in June, we are going to take some affirmative action as far as DRIVE is concerned.

To me, it's sad when we have this kind of condition in this country today that we aren't doing more, especially in the West, to help DRIVE, and it certainly will be Item Number 1 on our agenda at the Conference in June.



M. E. Anderson

Looking out here, you people have to go to a lot of meetings throughout the year, and I feel this type of meeting is probably the most important meeting you are going to be at this year.

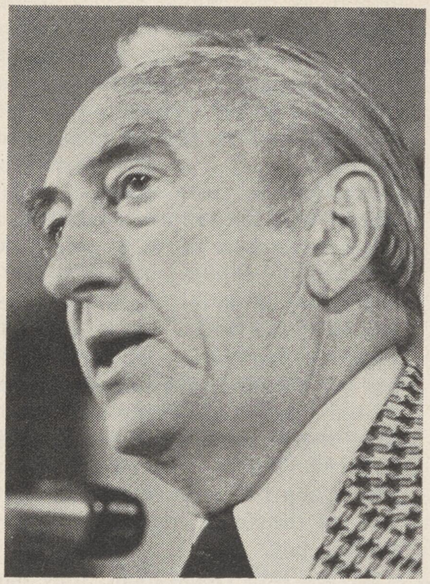
Teamster Voice Can Fill Vacuum

Harold Gibbons is International Union Vice President from St. Louis, Missouri.

Well, nobody at this conference has to belabor the fact that we are facing a very serious economic crisis. In an economy as complex, as large and intricate as ours is, this particular point in crisis can turn rapidly to the worst if something isn't done pretty fast about straightening it out before it does make the turn for the worst.

The point that I wanted to make is to congratulate our officers on holding this kind of a Conference. If anyone examines the proposals from the White House today, they are, to say the least, the most inadequate kind of proposals either to revive the economy and put our people back to work, or to control the inflation which is robbing us at every turn.

The alternative is, of course, the



Harold Gibbons

Democrats talking an awful lot in Congress about their particular economic program.

Now, the importance of our Conference, it seems to me, is that the Democrats, or the White House in this particular instance, are seemingly going to or are operating in a vacuum, and they will continue to operate in a vacuum until such time as people's voices are heard who are concerned about these real problems.

Number 1, for instance, I doubt whether the Democrats, in their economic program, are going to propose anything about rolling back the false price levels which we are now stuck with. Arbitrary price levels which were put into effect by the employers of this country as a result of taking off controls.

I doubt very much that if there is any kind of a freeze or regulation of conditions in this country. I doubt that the Democrats will propose anything about regulating profits as well as wages or regulating interest, or any of the other many, many things that have to be done if we're going to lift some of the burden from the people we represent.

So the only way we are going to be able to stop them from operating in a vacuum is to let our voices be heard, let our proposals be put forth, and let them understand that the people of America are concerned about the plight we find ourselves in. And we expect from them the kind of answers which will mean control of the inflationary sphere which now concerns us and the revival of an economy which now almost is prostrate.

So I hope that this Conference will be successful; I hope that all of us will not leave the Conference here in this hall, but take it back to our union meetings. Talk about the proposals which we ourselves are going to be discussing in the next day here. And see to it that our members become educated on these basic issues and that their views be made known to the respective Congressmen.

Weinmeister Calls DRIVE Essential

Arnie Weinmeister is International Union Vice President from Seattle, Washington.

Thank you, Dave, and members of the General Executive Board, and fellow delegates. It's a pleasure for me to be here at this meeting this morning, and like, I'm sure, many of you, I come back somewhat confused with all of the mixed reactions that we read and hear coming out of Washington over this economic crisis that we all face.

I am from the State of Washington, and we are proud of our delegation that we had back in the Congress. We have Senators Magnuson and Jackson, who have been powerful committee members for a long time. Most recently two of our Representatives have been named to committee chairmanships—Tom Foley from Spokane, who is the new head of the Agriculture Committee, and Brock Adams, from Seattle, who is the new head of the Budget Committee.

So we have some people with some authority and power back in Washington whom we have a good relationship with; we have always taken an active interest in politics in the Joint Council which I represent, Number 28. We have fallen very far short in our participation in DRIVE.

And there again, I am glad that Director Anderson is going to have this on the Agenda at our Western Conference. Because it is so much needed today to get more and more of our membership and officers in a DRIVE program that can get out and do the work and raise the money necessary to get the kind of legislators, that we can get their ear back here. Because unless we can unify our position—and hopefully we're going to come out of this Conference with those type of resolutions—that we can let the Congressmen know and hear from our membership and the public and our officers, so that we get something done.

Because it seems that the biggest problem we're facing today is the inaction of both the Administration and the Congress in effectively getting something moving while our members continue to be laid off, and we continue to go down hill as far as our economic conditions are concerned.

Arnie Weinmeister

Mock Calls For DRIVE Support

George Mock is International Union Vice President from Sacramento, California.

Thank you, Dave, members of the General Executive Board and my good friends, the delegates here; it gives me a great deal of pleasure to be here this morning. I was hoping we would have about double the crowd we have here today, but—because I think we certainly need it.

As Dave pointed out in California, and as Andy said, the largest state in the Union—some 22 million members—we have a very effective Legislative Council, supported by a tax. We have a full-time crew at the State Capital, at Sacramento; we have four

George Mock

people working there for us, plus two office girls in the office. It's a year-round operation, and we think we do one hell of a job representing our people in California.

There is no reason why that can't be done on a national level. All we have to do is decide here today, by a resolution or what have you, that we will go back to our home bases and start DRIVE all over again. I know in the past that California and the rest of us have been somewhat lax in the DRIVE campaign. There are many reasons for that.

I was glad to hear Vice President Anderson say again that they are going to take that up at the next Western Conference; we may get it off the ground. But I can assure you this: that every time I go into Joint Council, and I go into a local union membership meeting—and I attend as many as I possibly can—that I am always exhorting our members there to support DRIVE, because it's damned easy to go into a Congressman and get a "No" answer when you don't give him anything to support him when he runs for re-election.

But if you've got somebody out there in the field, like your stewards—as the gentleman said a while ago, working in the field at your precincts, your stewards or your members, or your local representatives, who worked to support that Congressman or Senator, then when you go in and talk to him, he knows he has to give you an answer, and he will invariably try to give you an answer that you want.

But if you don't support him in the field, you certainly can't expect him to support you.

So I think here in this Convention we should pass resolutions and determine within ourselves to go back and put DRIVE on the map again, start getting some free money in here so we can do the job that we have to do, and so we give Dave Sweeney and his staff all the possible support we can.

Joe "T" — We Must Concentrate On Politics

Joseph Trerotola is International Union Vice President from New York and Director of the Eastern Conference of Teamsters.

Joseph Trerotola

I, too, am in favor of what the good Congressman said and what our brother from Kentucky said. I think it is very, very important at this time that we do increase our activity in our states. In the East, in particular, in the State of New York, I am very, very lucky that I happen to have a fellow by the name of Nicholas Kisberg, who does all of our lobbying for us. In Albany, he spends most of his time watching the bills that affect labor in particular, watching many other bills that might affect other parts of our way of life, and is really on the ball.

At City Hall, as you know, changes have happened, with Mayor Beame; he has made many, many promises, and I need not tell you what he is doing now insofar as the economies are concerned. And we are having problems insofar as our public service unions are concerned. Serious problems, where we're told that Beame is laying off 1,000 here and 1,000 there, and only yesterday I had lunch with Barry Feinstein and he had to make some sacrifices in order to save some jobs.

And it's a sorry state of affairs when we do have to make sacrifices at this time in order for us to protect our positions.

If you pick up this morning's paper, you will find where the head of the PBA is trying his damndest; in fact, he has put his job on the line as the head of the PBA in order to save maybe some five or six hundred probationary policemen's jobs. He's asking every steady cop or detective or what have you on the force to work five days without pay.

In the Fire Department, they have already made some concessions. I talked with Johnny Deloury yesterday, and he this morning is pleading again with some of the Mayor's representatives because in the Sanitation Department some more cuts are being made.

Now, why am I saying this? I think that we have to be prepared, as we were told by our brother from Kentucky and our good friend the Congressman, that we have to gear ourselves together. I re-echo what Joe Morgan just said. I just hope that after we get through with the two days of our session here, that we are able to come up with some resolutions.

Our good Governor, Carey, who overwhelmingly got one of the biggest pluralities in the State of New York that any Governor ever got—good heavens! Some of his own people that supported him, now he is making some overtures where he is going to tax this and he's going to tax that, and he is disappointing a lot of people.

So I don't know just how much we can depend on too many politicians, and that is why I think we have to get stronger and that's why I think that we have to band together and make sure that we do have these groups in these different areas.

And as I said, I happen to be very fortunate in having the man that I have working for me in New York, who watches our interests.

And I close by saying to you that I hope that Fitzsimmons and Miller and the rest of the Committee will come up with some propositions of some kind, some resolutions of some kind, that we will go back to our people and make sure that we will carry it out.

Yes, we may have to make some economies as time goes on in order to protect our jobs, but I think if we all do stick together and work together, we've done it in the past and we'll do it in the future.

I think our political action program at this time is something which we must concentrate on and we must get some action in. I don't think of anything else in the country that could affect us as much as the present talk that is going on in regard to de-regulation of the trucking industry.

If there is anything that could cost our members money and cause chaos, it's this one individual topic. As far as the South is concerned politically, with the present situation as it is, we are down in membership from 12 to 15 per cent. I don't now know what the figures are nationally. But all of our industry is hurting and we are definitely looking for recovery. We have got to have answers in this country to the problems that beset us today.

We have members who are hurting, that are out of work, and we are looking for a change. I hope that this legislative conference can come up with some of the answers which we can pass on to our political process, because we need action now.

Vice President Roy Williams Hits Deregulation Efforts

Roy Williams is International Union Vice President from Kansas City, Missouri, and director of the IBT National Freight Division.

My interest primarily at this point is getting our national negotiations in line so that we know who we represent, what our position is, and so forth.

One of the main issues—and I agree with Joe—is the deregulation of freight, doing away with the ICC, or modifying it to the extent where it will be ineffective.

And I believe that the truckers, even though they have done a good job on the weights and measures law, are leaving this lobbying to protect their interests up to other people who, in my opinion, are not lobbying enough to protect their own sophisticated authority. Because if freight rates are deregulated, what you haul for $1.40 a hundred today—and I need to get back to where I came from, and I am an owner-operator, that $1.40 for the same goods will become 85 cents, and they need no pre-arrangements, no pre-publications of rate, and so forth.

Now, I agree with the Congressman from Ohio that possibly, and I hope, that the legislation involving the weight and length laws will come up, especially as it pertains to the steering axle.

Roy Williams

State legislation in Missouri has this bill up; I am going down there a week from Friday and testify on behalf of 11,000-pound weight limit.

The trucking industry in the State of Missouri says that if we—as the Teamsters—will support the bill in the State of Missouri, they will not give us any argument on the weight law by virtue of lengthening out the equipment.

Now, certainly, it's prime time for them to get this type of legislation passed, due to the economy, due to the 55-mile an hour limit, and due to the fuel shortage, so certainly it is going to be an uphill battle. But if we can win those kinds of arguments in the state, they won't have the argument they had here in Washington:

'We've bought all of these 45-foot trailers, and we have conventional-type cabs; what do you want us to do with the 45-foot trailers if you give us a weight limit on the front axle?'

Now that they are asking for the length law in the State of Missouri, that ceases to be a problem at this time, and maybe we will be able to set some type of an example for other states that intend to institute and legislate the same type of problem.

I appreciate being here; thank you very much, Dave, and I think that this conference, in prior to its adjourning —and I understand we have an Executive Board meeting—I hope we can come up with some definite resolutions that will in some way assist in getting this show back on the road.

Because we, as the richest nation in the world, are sitting here talking about things that, in my opinion, should be secondary to the richest country in the world. However, we are in that crisis, and it is going to take complete cooperation and coordination of not only the Teamsters Union, but all unions, to combat this situation, and thanks very much for inviting me.

No Profits?

There is a professor who is on his way to becoming the "darling" of big business because of an article he wrote which was published in the Feb. 3, 1975, issue of the *Wall Street Journal.*

He is Peter F. Drucker, professor of social science at Claremont Graduate School. In an article titled, "The Delusion of 'Profits,'" Drucker wrote this paragraph:

"Finally, businessmen owe it to themselves and owe it to society to hammer home that there is no such thing as 'profit.' There are only 'costs': costs of doing business and costs of staying in business; costs of labor and raw materials, and costs of capital; costs of today's jobs and costs of tomorrow's jobs and tomorrow's pensions."

Whew.

Legislation, Politics, Government

• GOLDWATER COMPLAINS

Conservative Senator Barry Goldwater, Arizona Republican, calls the 94th Congress "probably the most dangerous" the country has ever had. His complaint is that the 94th is no longer dominated by vested interests but "by selfish interest groups such as the labor movement, Common Cause, the League of Women Voters, and so forth . . ."

• CITIES WANT $15 BILLION

The United States Conference of Mayors, composed of mayors of major cities, has issued a demand for $15 billion in new federal aid to keep metropolitan areas from crumbling under the impact of inflation. The mayors also want the federal government to take over completely the cost and administration of welfare.

• BRITISH LEADER AFFRONTED

Harold Wilson, British Prime Minister, received a subtle affront when he was received at the White House in January. Among the invited guests were anti-union employers, bankers, big business moguls, movie actors, a skier, a polo player, and a gossip columnist. But there were no American labor leaders invited to help greet Wilson who is head of the British Labor Party.

• EQUAL RIGHTS AMENDMENT

North Dakota recently became the 34th state to ratify the Equal Rights Amendment to the United States Constitution. The measure now is only four states short of final ratification.

• SPRAY CAN LEGISLATION

Two bills have been introduced in Congress to ban or severely limit production of aerosol spray cans, pending the outcome of several scientific studies now underway. There has been growing concern that the propellants used in spray cans are building in the upper atmosphere and may be causing gradual destruction of the earth's protective ozone layer which blocks out ultraviolet radiation from the sun.

• STONE-AGE VIRGINIA

Virginia has elected to remain in the stone-age so long as the rights of public workers are concerned. The Virginia House Labor and Commerce Committee recently killed a bill that would have guaranteed state and local workers a limited right to organize and bargain collectively. A similar committee in the Virginia Senate refused to report out the companion measure.

• THIRD PARTY?

Prospects for inaugurating a third major political party to challenge Republicans and Democrats were a big topic of discussion recently at the second annual Conservative Political Action Conference in Washington, D.C. Many of the delegates described themselves as disenchanted with the GOP. Former California governor Ronald Reagan was a featured speaker at the meeting.

• UNHEALTHY WASHINGTON

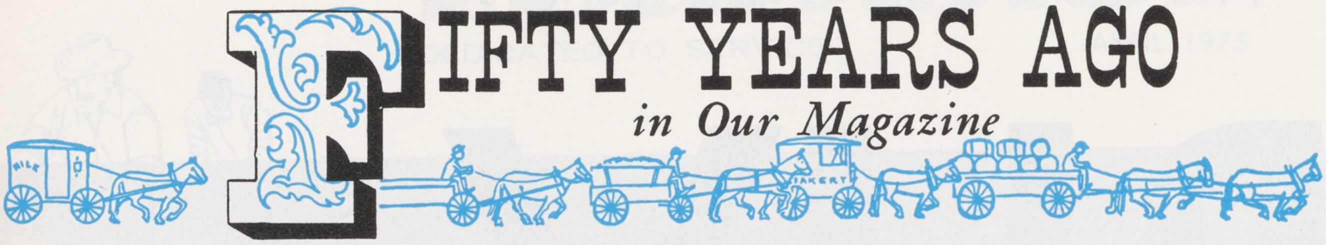
Washington, D.C., has the unhealthiest air of 18 major cities according to a study made by the Council on Municipal Performance (CMP), a non-profit organization. The report said a serious factor in Washington's worsening air quality is an increase in oxidants which cause eye irritation, headaches and fatigue.

• COST OVERRUNS

Cost overruns totaling $57 billion were reported in late February by the General Accounting Office. The overruns were on 269 federal construction projects, increasing original job estimates of $76 billion to $133 billion. GAO said engineering changes—not inflation—were the main cause of the cost hike.

• PRESIDENTIAL SUCCESSION

A Constitutional amendment has been proposed that would prevent future Presidents from following the footsteps of Gerald Ford by reaching the White House without a vote of the people. The amendment would require a special election whenever an appointed Vice President succeeded to the presidency with more than a year left in the term.



FIFTY YEARS AGO
in Our Magazine

VOL. XXII *(From the March 1925 issue of the TEAMSTER)* **Number 4**

President Signs Arbitration Bill

The President has signed the United States arbitration bill.

Under this law an arbitration award in a business dispute is valid in the federal courts, and has all the power of federal law. The act applies where parties to a contract agree to submit to arbitration any dispute during the life of the contract. If one of the parties attempts to break this agreement a federal court can appoint an arbitrator to represent him.

The new law, it is said, will reduce by one-half the number of civil suits that now encumber federal court calendars.

Labor disputes are specifically excluded from this act, which is of especial interest to trade unionists because of their attitude toward arbitration as a means of adjusting disputes between men.

Banquet Honors Green

On Saturday evening, January 31st, the International Union tendered a banquet to the newly-elected President of the American Federation of Labor, William Green. The banquet was held in Cincinnati at the Havlin Hotel in a specially decorated banquet room. Between seventy-five and one hundred participated in the affair. At the end of the banquet a beautiful gold pen and pencil was presented, as a slight token, to President Green. It was an evening of genuine festivity which will long be remembered by those who were present.

A. F. of L. Organization Campaign

William Green, the new head of the American Federation of Labor is starting out his administration of the affairs of his office in a most commendable way. Circular letters have been addressed to every subordinate branch of the labor movement, urging that an intensive organization campaign in all lines of employment be undertaken.

The future of the labor movement clearly lays in the development of further organization among the wage workers. The advancement of the general welfare of labor will be brought about only in the degree that there is expansion of organization within the trades union movement.

Labor has political and legislative problems to solve, but its main problems are economic and these can only find solution through the development and expansion of trades union organization.

Political power is largely a reflection of economic power and the political and legislative problems of the workers will find an easier solution as the work of economic organization is carried on and developed.

The new A. F. of L. head is to be congratulated on his adopted policy of emphasizing the primary necessity of organization activity and expansion.

Higher Wages, Social Laws Reduce Poverty in N.Y.

New York—Higher wages, workmen's compensation and immigration legislation are factors that have reduced poverty and dependency in this city, according to the annual report of the Association for Improving the Condition of the Poor.

"Ten years' results of the operation of the workmen's compensation act have amply justified the effort," the report states. "Accidents are now compensated for with a certainty. Hospital and medical care are provided, insuring a maximum of possibility of early recovery and return to industry, and a considerable group of families are removed from the necessity of applying for relief to any organization. Furthermore, the experience of the past 10 years has demonstrated that the volume of dependency created from this source was too great to be readily met as a relief problem by either public or private organizations. Evidence seems to indicate also that the operation of this law is tending to reduce the total volume of distress due to accidents in industry."

GEB Removes Officers

The General Executive Board at its meeting held in Indianapolis, Indiana, January 19th to 24th, removed all the officers of Local Union No. 407 Truck Drivers of Cleveland, for incompetency and neglect and appointed John L. Devring to act as Receiver and Trustee over the affairs of the Local Union.

Employers and Workers To Battle Prison Labor

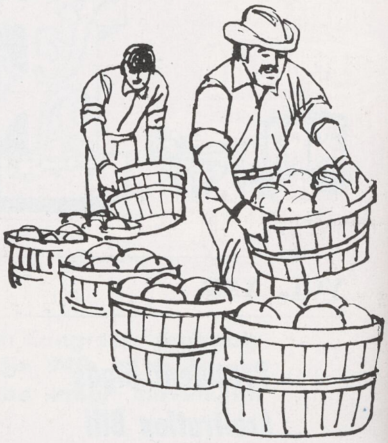
The United Garment Workers of America and the Union-Made Garment Manufacturers' Association will inaugurate a nation-wide campaign against the sale of prison-made men's garments.

This is in accord with repeated declarations by the A. F. of L. against a social and industrial evil. The joint committee of the manufacturers and unionists is headed by Oscar Berman, manufacturer, and includes Thomas A. Rickert and B. A. Larger, president and secretary-treasurer of the United Garment Workers; R. J. Noren, secretary of the Garment Manufacturers' Association, and Stanley A. Sweet and Abner E. Larned, manufacturers.

"This campaign will be nationwide, and will awaken the public to the results of a competition with products made by free labor that is so detrimental to the worker," said President Rickert. "Mrs. Kate Richards O'Hare, who has been active in this work for some time, will represent us in an executive and organizing capacity in this undertaking."

"Prison labor for private profit is a live question in the labor movement and it can not be shunted over to the politicians to handle," said Mrs. O'Hare. "The sooner organized labor faces the facts in the situation, the sooner we may solve the problem. Certainly nothing can be gained by hiding our heads in the sand."

Support the Nation's Farm Workers



BUY Lettuce

BUY Grapes

Support Legislation to Bring Farm Workers Under the National Labor Relations Act

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
APRIL 1975

TWO SPECIAL REPORTS ON HEALTH

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Self Examination Overcomes Fear of Breast Cancer

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High Blood Pressure Can Kill

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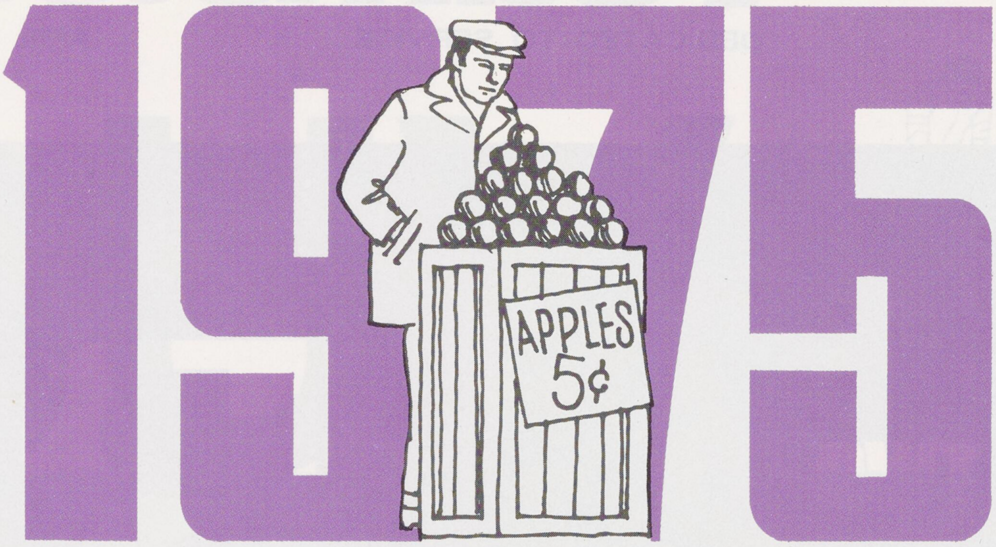

LABOR'S PLACE IN HISTORY

A TERRIBLE side effect of economic depression is the destructiveness visited upon society.

Individuals suffer and organizations decay. Bewilderment clouds the eyes of men and the distortion of life's values becomes commonplace. Families wander.

Union men who weathered the Great Depression of the 1930's can remember the sinking feeling they endured. They helplessly watched their organizations wither and sometimes fall apart under the onslaught of mass unemployment.

It is beginning again, sadly, as America's jobless toll staggers upward.

Right now, unemployed workers are pouring into Florida where the citrus fruits are being harvested. The harvest labor surplus in Florida currently is the highest it has been in 25 years.

Orange and grapefruit growers are quick to take advantage of the situation. They are cutting wages, just as they did 40 years ago, to pile profit atop misery. Pickers today are getting 10 to 15 cents less a box of fruit than they did a year ago.

"It's the old law of supply and demand," mouthed Clark Ghieselin recently. He's the director of the employers' Citrus Industrial Council in Florida. As if the supply-demand excuse for cutting wages was not enough, he added another deceit: "Growers are hard hit by spiraling production costs."

Because of the threat of unionism in Florida's citrus groves, some growers are limiting pickers' hours to spread the work. Many pickers have been cut back to 4-day weeks. Crews often are limited to filling two trailers a day. All these tactics tend to keep the faces changing on the harvest ladders.

There is an aching irony in the story.

Thousands of unemployed workers around the nation, their compensation benefits running out, are unable to buy oranges and grapefruit for their children. The situation begins to have a striking similarity to the autumn of 1930 when about one-third of the American workforce was out of a job.

At that time, apple growers in the northwest part of the United States had an inspiration. Since they had a large crop of apples and no one to buy them, they organized distribution of apples among the jobless for resale on street corners.

Thus appeared the shivering, ragged apple sellers in the 20th century history of American cities. Standing over pitiful wooden crates of apples, they silently beseeched the more fortunate passerby to purchase an apple—for a nickel, but perhaps for more, if the buyer was charitable.

The half-begging apple sellers were classified as "employed" by the Bureau of the Census which handled such statistics in those days. President Herbert Hoover later insisted: "Many persons left their jobs for the more profitable one of selling apples."

It was this kind of preposterous, callous reaction that led to Hoover's name becoming synonymous with governmental heartlessness in a time of national misery.

America today, it has been pointed out rather emphatically, cannot afford another depression either economically or socially. Neither can it afford greedy citrus growers or the unfeeling response of a government more attuned to politics than the needs of people.

Jobless Americans, wiser than 40 years ago, are at the end of the plank. Not again will they willingly suffer the punishments of cold avarice promoted— indeed, encouraged—by a corporate welfare state.

LABOR NEWS IN THE HEADLINES

WASHINGTON, D.C.	Federal job safety and health posters in Spanish have been made available by the Occupational Safety and Health Administration. Free single copies may be obtained by contacting most OSHA regional offices which also can give direction on how to order bulk requests.
DES PLAINES, ILL.	A recent survey among 418 companies in the United States that employ about 40,000 supervisors revealed that in 61 per cent of the companies, supervisors were found to be paid less than the highest paid workers they supervised.
SEATTLE, WASH.	Deaf workers employed by Boeing Aircraft are assigned to high noise level jobs such as riveting. At first, the deaf employees were supposed to be considered handicapped workers, but the program has worked so well that Boeing plans to extend the idea to a second plant.
UNDATED	Despite a surge in new construction contracts last December, the total value declined for all of 1974. New work last year was down 6 per cent from the 1973 total, according to McGraw-Hill Information Systems Co. Most of December's surge in new construction was due mainly to an exceptionally large electric generating project.
UNDATED	Several cases involving conflict between job seniority claims and federal laws on equal employment opportunity are now reported on their way to the U.S. Supreme Court for adjudication. There have been numerous conflicting decisions by lower courts in recent months. The issue has become increasingly sensitive with growing figures of unemployment.
BRATTLEBORO, VT.	Ida Fuller, who received the first Social Security check ever issued, died at the age of 100 recently in a nursing home. Her initial check totaled $22.54—her final check was $109.20.
WASHINGTON, D.C.	Uncle Sam's fulltime force of civilian workers is expected to total 2,487,500 by next June 30th and to grow by only 1,300 in the following 12 months. Last June 30th, the total was 2,479,779 federal workers. The federal civilian payroll for fiscal 1976 is expected to total $39.1 billion.
PARRY SOUND, CANADA	A Steelworkers local union, which has no women members, negotiated a "paternity leave" contract clause, giving the members a day off whenever they become fathers.
CHICAGO, ILL.	Work-related fatalities declined to a record low of 16 per 100,000 during 1974, according to the National Safety Council. The previous low, said NCS, was 17 per 100,000 set in 1972 and equalled the next year. Total work-related deaths last year amounted to 13,500.
NEW YORK CITY	New York's Commission on Human Rights is planning a national conference of labor and management representatives, economists and academic experts on "work-sharing" to ease the impact of unemployment and depression.
BAL HARBOUR, FLA.	Sol Stetin, president of the Textile Workers Union of America, and Murray H. Finley, president of the Amalgamated Clothing Workers of America, confirmed recently that the two unions are discussing the possibility of merger.
HELENA, MONT.	The Montana Supreme Court ruled recently that all public workers except teachers and nurses have the right to strike under the state's collective bargaining law. The ruling was made in a case where the State Highway Department tried to stop a strike of unionized highway workers.
WASHINGTON, D.C.	The U.S. Supreme Court ruled in a recent pair of cases that an employee is entitled to have a union representative on hand when being questioned by an employer on an issue that may result in disciplinary action.

THE INTERNATIONAL
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From The Field

INDIANA MEMBER DIES IN RESCUE EFFORT

Jerome A. Bailey, a member of Teamster Local 215 of Evansville, Ind., died tragically recently when he attempted to save a 20-month-old child from drowning moments after rescuing another youngster.

Two little boys, sons of a neighbor, were left alone briefly in a car idling in the family driveway. The older youngster apparently put the car in gear. The auto backed out of the driveway, crossed the road and went down a hill into an ice-cold lake.

Bailey was summoned by another neighbor and he responded to the need by taking off his shoes and swimming to the car. He pulled himself onto the roof and knocked out the rear window through which he pulled the 4-year-old to safety.

Another passerby swam out and brought the boy to shore while Bailey stayed with the car. He drowned while trying to rescue the smallest tot.

Bailey had been a member of Local 215 since 1966 and worked for A & H Truck Lines. He was the father of four children.

GAL DRIVER LIKES TEAMSTER WORK

Carolyn Lanning, certainly one of the more attractive members of Teamster Local 324 in Salem, Ore., not too long ago deserted the soft life of television studio work for the challenge of delivery driving.

Miss Lanning works for United Parcel Service in Albany, Ore., and finds the job both more invigorating and more rewarding. The gal Teamster graduated from Washington State University in 1969 with a B.A. in communications.

After working three and a half years at a television station writing public service messages, editing copy and helping with filming, Miss Lanning—as she explains it—"got tired of the double standard under which I was working and began looking around for something else." She was doing the same tasks as some men at the studio but getting paid less.

The young lady became a UPS driver. She delivers between 280 and 300 packages a day. Since packages are limited to 50 pounds and a certain size, the heft of some of the boxes is no problem. What's important to the lady Teamster is that she receives the same pay as any other driver, the work is outdoors, and there is opportunity for advancement.

DEATH TAKES OFFICERS IN WESTERN LOCALS

Robert Hage, president of Teamster Local 85 in San Francisco, Calif., and also vice president of Teamster Joint Council 7, suffered a fatal heart attack recently at the age of 58. A heart attack also resulted in the death of O. F. Nicola, a Teamster for 35 years, who was a business representative of Teamster Local 224 in Los Angeles, Calif.

CAROLINA TEAMSTER IS DRIVER-OF-YEAR

Needham R. Fowler, a member of Teamster Local 71 in Charlotte, N.C., recently was awarded a "Driver of the Year" governor's cup by North Carolina Gov. James E. Holshouser, Jr.

Fowler, a long-time driver for Akers Motors Lines, Inc., for 26 years, was honored for compiling a 28-year safe driving record of more than 2.1 million miles without accident.

MICHIGAN DRIVERS HELP YOUNGSTERS

Three members of Teamster Local 580 in Lansing, Mich., joined efforts to help 27 underprivileged children last Christmas. The members, all drivers for United Parcel Service, were Jim Begley, Joe Merritt and Jerry McCoy.

Financed by safe driving award money, the three Teamsters and their wives prepared a gigantic, tasty Christmas dinner for the kids as well as providing entertainment.

WEST COAST EDITOR TAKES RETIREMENT

Al Addy, long-time editor of the "Northern California Teamster," retired recently after 21 years on the job. Addy has been an active union member for 41 years. During his editorship, the "Northern California Teamster" became one of the largest—in point of circulation—and one of the best known publications sponsored by Teamster affiliates.

LONG-TIME DRIVER RETIRES IN ILLINOIS

Frank M. McClaren of Teamster Local 371 in Rock Island, Ill., retired from Carstensen Freight Lines, Inc., recently after a driving career of 30 years and more than 2 million miles over-the-road.

McClaren won many safety awards through the decades, including "driver-of-the-month," "driver-of-the-year," and "gentlemen-of-the-highways." His record included the saving of at least three lives in highway incidents.

ARIZONA MEMBERS AID NURSES MOVE

More than 70 members of Teamster Local 104 in Phoenix, Ariz., helped the Visiting Nurses Service Auxiliary make a book move recently. The job took 3½ hours and involved the use of equipment loaned by several employers.

MEMBERSHIP GIFTS RETIRING OFFICER

The membership of Teamster Local 784 in Grand Island, Neb., presented a gold watch to E. F. Noble who retired as president of the local union last year. Noble became a business representative for Local 784 in 1939 and served as an officer throughout the remaining years.

OBSERVATIONS OF THE GENERAL PRESIDENT

THIS ISSUE of the International Teamster magazine is a slight departure from our usual coverage of the goings-on in local unions, joint councils, area conferences and the International Union.

Your particular attention is called to the two special reports on health, one on early detection of breast cancer through self-examination and the other on the dangers of high blood pressure.

Some may find it odd that a union publication of predominately male members would feature an article on breast cancer. However, in addition to a large female membership, the International Brotherhood of Teamsters is a family oriented organization, especially catering to the needs of family members in the area of health.

The month of May has been designated High Blood Pressure Month, so named by the Citizens for the Treatment of High Blood Pressure, of which I am proud to be a sponsor.

High blood pressure, which is medically known as hypertension, is a major contributor to 60,000 deaths each year, is the leading cause of death for Black Americans, and affects one in seven adults or some 23 million people.

At present there is no cure, but hypertension can be controlled as the article on Page 18 of this issue points out.

A simple painless check using an arm cuff is the only way this silent killer can be detected because it has no symptoms. The uncontrolled hypertensive will probably experience a heart attack or stroke as the first clue.

In view of those facts, I strongly urge everyone to have the simple test for high blood pressure.

We've struggled long and hard to bring about the kind of wages and the hours and working conditions which release our membership from the bondage of a job. We have been successful in this endeavor.

It is equally important that the member pay particular attention to his health, if he is really to enjoy the benefits which are generated by the labor agreement under which he works. The health of his family is important also to that objective.

The two health articles in this issue direct themselves to the most important aspect of health care—preventative health care. That is, they emphasize the importance of detecting potentially dangerous conditions before they become catastrophic illnesses.

Teamster negotiated health and welfare plans are there when illnesses occur. That is as it should be. But, I would like particularly here to stress the preventative aspect of health care.

Medical insurance checks are fine when the bills come in from the doctors and the hospitals. But, how much better we all would be if we find out about dangerous conditions before they become killers or cripplers.

Self-examination for potential breast cancer and the simple check for high blood pressure are insurance themselves against health disaster.

Frank E. Fitzsimmons

Teamster General President Frank E. Fitzsimmons was the feature speaker at the Mid-States, East Coast, Southern Dairy Conference held last month in Las Vegas. Shown at head table with Fitzsimmons (left to right) are M. E. 'Andy' Anderson, IBT vice president and Director of the Western Conference of Teamsters; Eugene Hubbard, chairman of the dairy conference; and Murray W. Miller, IBT General Secretary-Treasurer, who also was a feature speaker at the conference.

Forum of Ideas

Mid States, East Coast, Southern Dairy Conference Holds 23rd Meet

Delegates from 41 local unions, representing milk drivers and dairy employees, were in attendance at the 23rd Mid States, East Coast, Southern Dairy Conference held early in March in Las Vegas, Nevada.

Officials of the International Union were headed by Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller.

The annual conference gathers for an exchange of ideas in organizing dairy employees, negotiation of contracts, and comparison of advancements in health and welfare and pension plans.

Fitzsimmons highlighted the conference with an address which dealt with the nation's dire economic condition. Fitzsimmons reviewed the action taken by the Teamsters Emergency Economic Conference in February in Washington, D.C.

The Teamster general president called the national economic situation with rampant unemployment and inflation a disaster. After reviewing the various plans being considered to stimulate economic recovery, Fitzsimmons declared:

"There are many ideas on how to bring the nation out of its economic mess. No one knows for sure which approach should be taken. But, it becomes more and more evident that the various groups in the congress and the executive branch should get together and get a program in motion."

Fitzsimmons called on all delegates to inspire their memberships to active participation in the political process so that the decision makers can have the thinking of all America to base their decisions on.

General Secretary Treasurer Miller addressed the delegates on the problems of administering pension plans, and hinted at more problems to come when rules and regulations are promulgated under the recently passed pension reform law.

Miller noted that he recognizes the problems pension administrators are experiencing, and especially noted the difficulties of funds which are independently operated.

Another speaker who talked on the subject of pensions and investments of pension funds was Peter Gilsey, vice president of Loomis Sales, an investment company.

Gilsey noted particularly the wisdom needed in investment of pension and health and welfare funds at a time when the stock market and other investment opportunities are so uncertain.

Delegates adopted a program of exploration aimed at possible consolidation of independent funds, and Conference Chairman Eugene Hubbard reports that soon local union affiliates of the conference will be receiving questionnaires to consolidate information in this area.

David Sweeney, director of the IBT Legislative Department, spoke with delegates on pending legislation of importance to working men and women. Sweeney stated that there was never a time in our history when it is so important for rank-and-file members to exercise their rights of citizenship at the voting booth and in the mainstream of political life.

Sweeney emphasized that the method of doing so was through the International Union's political arm, called DRIVE (Democrat Republican Independent Voter Education). The organization is one of voluntary membership, and membership is secured by a $5 annual contribution through the member's local union.

In addition to Fitzsimmons and Miller, the Conference was attended by Vice Presidents George Mock, of Sacramento, California; Ray Schoessling, director of the Central Conference of Teamsters, from Chicago; Edward Nangle, secretary of the Eastern Conference of Teamsters, from Reading, Pennsylvania; Joseph Morgan, Director of the Southern Conference of Teamsters, from Dallas; and M. E. 'Andy' Anderson, Director of the Western Conference of Teamsters, from Burlingame, California.

Anthony Christiano, is Conference treasurer, and Howard Haynes is secretary.

A partial view of the delegates from 41 local unions in attendance at the 23rd meeting of the Mid-States, East Coast, Southern Dairy Conference held last month in Las Vegas, Nevada.

Strikers Seek Help from Other Members

Eighteen members of Teamster Local 367 in St. Louis, Mo., are now in their seventh month of a bitter strike against a firm which assembles and packages carburetor repair kits and parts.

Anthony Schmitz, secretary-treasurer of the local union, said the members are appealing to Teamsters everywhere for help in their struggle with Tomco, Inc.

The 18 strikers are seeking their initial contract following certification of Local 367 as bargaining agent by the National Labor Relations Board last year.

The strike began last July and since then the company has operated with scab workers. Tomco merchandise is marketed under two names—"Tomco, Inc.," and "Jet, Inc." as well as various private labels.

● Illinois Win

Workers employed by Breddo Food Products Corp., a food additives company in Dolton, Ill., voted for representation by Teamster Local 777 of Chicago, Ill., recently.

Joseph P. Glimco, president of Local 777, said 19 warehousemen and production and maintenance employees were eligible to vote in the ballot conducted by the National Labor Relations Board. The count was 13 to 6 in favor of the union.

● Clerical Win

Six office workers employed by International Harvester Co., in Pittsburgh, Pa., voted overwhelmingly for representation by Teamster Local 926 in a recent National Labor Relations Board election, according to Michael Gardner, secretary-treasurer of the local union.

● In Michigan

Circulation department district managers employed by the Ypsilanti (Mich.) *Press* voted overwhelmingly for representation by Teamster Local 372 of Detroit, Mich., in a recent National Labor Relations Board ballot, according to Elton Schade, secretary-treasurer of the local union.

Hospital Win

Nurses and Engineers Go Teamster in NYC

Enjoying the results of an election at Hillcrest General Hospital in New York City are (left to right): Etta Goodin, registered nurse; Veronica Chin, licensed practical nurse; Jasmin Wolcott, registered nurse; William L. Hagner, president of Teamster Local 803; Charlene Doak, registered nurse, and Joyce DeLisle, licensed practical nurse.

NURSES—both registered and practical—along with a solid bloc of watch engineers employed at Hillcrest General Hospital in New York City voted overwhelmingly for Teamster representation recently.

William L. Hagner, president of Teamster Local 803, said the local union made a clean sweep of all three ballots conducted by the National Labor Relations Board.

The organizing victories added nearly 200 members to the local union's rolls.

A heavy majority of the registered nurses voting ousted their former affiliate, the New York State Nurses Association, by a count of 68 to 23 with one "no union" vote. All told, there were 130 registered nurses eligible to ballot.

Of the 43 practical nurses eligible to vote, 24 of them cast ballots in favor of the Teamster local union and only 7 voted for an AFL-CIO affiliate. Again there was one "no union" vote.

The seven watch engineers voted unanimously in favor of the Teamsters as they rejected the same AFL-CIO affiliate.

Hagner called the election victories tremendously significant in the New York City hospital and health industry.

In 12 Months

Big Membership Gain Scored by Local 856

AN intensive organizing campaign by Teamster Local 856 of San Francisco, Calif., during the past 12 months resulted in a gain of more than 800 members.

The new members work for 34 different companies, according to Rudy Tham, secretary-treasurer of Local 856, with the latest organizing triumph coming at the California Inspection Rating Bureau where a majority of 126 office workers voted for the Teamster affiliate.

Tham said the campaign was made more difficult at the rating bureau by tactics employed by a law firm well known for representing anti-union employers.

Ben Leal, president and business representative of Local 856, said several more representation elections are in the offing at privately owned hospitals and convalescent homes.

Leal said Local 856, taking advantage of recent changes in the National Labor Relations Act, already has organized some 450 workers in four different hospitals and convalescent homes.

Leal, who also is director of organizing for the union, said drives to gain new members have been helped with the addition of two experienced organizers—Eddie Rodriguez and Lou Richard.

"Results so far," said Tham, "prove that, given experienced assistance and the will to organize the unorganized, a local union can continue to grow, maintain high union standards, and provide new job opportunities for its membership."

● Pest Control

A strong majority of 22 workers employed by Delk-Terminex of Fresno, Calif., a pest control company, voted for representation by Teamster Local 431 in a recent National Labor Relations Board election, according to Harry Kachadoorian, president of the local union.

Teamsters Ratify Pet Contract

Members of Teamster Local 773 in Allentown, Pa., have ratified a new 3-year contract with the Allentown frozen foods division plant of Pet, Inc., winning large wage gains in the agreement.

Stephen A. Banus, Local 773 secretary-treasurer, said the vote on the agreement which covers 250 of the plant's 300 employees was by a count of 129 to 9.

Other gains in the agreement included improvements in seniority, health and welfare benefits, uniform and safety shoe allowances, a floating holiday and a better vacation schedule.

Serving with Banus on the negotiating team were Victor Buskirk, Charles Martin, Ann Reimert and Josie Litzenberger.

STATE OF THE UNION

Medical Pioneering

Boston Local Inaugurates Surgery Consultation Plan

MEMBERS of Teamster Local 25 in Boston, Mass., are enjoying a revolutionary new benefit to protect their health and that of their families.

Known as the "Consultation Program for Elective Surgery" (CPS), IBT Vice President William J. McCarthy, president of Local 25, said the plan applies to all members covered under the union's health services and insurance program.

William J. McCarthy

CPS permits a second medical opinion if a first doctor recommends surgery. In fact, the program allows for even a third medical opinion if the patient so desires.

McCarthy said the program was developed in an agreement between Local 25 and five Boston teaching hospitals, all of which are affiliated with either Harvard or Tufts medical schools.

CPS has far-reaching implications. Both physicians and hospital administrators believe it will reduce unnecessary surgery. A similar pilot project in New York City last year reduced total surgery by 28 per cent and saved the city an estimated $4 million.

Consultant fees will be paid by Local 25's health services plan at no increase in premiums. The underwriter for the program expects the cost of consultants to be offset by savings from fewer operations.

Under rules of the agreement, the consulting surgeon cannot perform the surgery. The patient retains the option of selecting the surgeon.

CPS works in this manner. When a member of Local 25 or one of his dependents is advised that an operation is needed by their doctor and a second opinion is desired, a call may be made to the local union's medical center.

A medical consultant, a specialist in the field, will be made available to the member. His responsibility will be to advise the patient with reasonable knowledge of the possible alternatives and the likely outcome and complications of each.

The consulting surgeon also is expected to give his opinion as to whether or not the surgery originally recommended is really necessary. If not, he is expected to suggest appropriate modification in terms of treatment, etc.

Results of the consultation go directly to the patient and the referring physician with Local 25's medical unit coordinating the case activity in a manner protecting both the member patient and the physician(s) involved.

Hospitals in Boston committed to the plan are: New England Medical Center Hospital, Beth Israel Hospital, Children's Hospital Medical Center, Peter Bent Brigham Hospital, and Massachusetts General Hospital.

Local 25's CPS program announced by McCarthy is an important addition to the union's health and welfare program that already was providing the members with: Hospital, surgical, medical, dental care, eye care, diagnostic screening, prescription drugs, maternity benefits, and numerous testing programs important to individual health.

Police Representation

Same Attention Given 1-Man Units as Biggest

WHILE the Teamsters Union has more than two million members, it is not so far-flung that it cannot represent a 1-member unit as well as it does units sized in the hundreds, thousands or hundred thousands.

Proving the point is the case of Conrad Koltys, a member of Teamster Local 214 in Detroit, Mich.

Koltys is the head of his bargaining unit. He also is the steward. He also is the only member. His vote is always unanimous.

Koltys is better known as Inspector

Stewards Meet

Teamster Local 28 of Taylors, S.C., under the leadership of Frank H. Wood, secretary-treasurer, held a luncheon meeting with the union's stewards recently to discuss the progress and goals of the local union.

Koltys of the Macomb County Sheriff's Department. His title is comparable to that of a major and he is the third-ranking officer in the department.

The lone Teamster is also a man of his own mind. He joined Local 214 a year ago because he believed he needed better union representation than other command officers in the department who chose to join an AFL-CIO affiliated union.

"Several years ago," Koltys explained, "the Macomb County board of commissioners decided to treat department heads differently than union employees who were getting 5.5 and 6.0 per cent wage increases. For a lieutenant, that came out to about a $1,100 increase in pay. Then the commissioners gave us (department heads) a $750 annual pay raise."

Unhappy with the economics of the situation, Koltys began searching for union representation. While the command officers' union was open to him, he did not believe he could join it and continue to properly perform his duties because of being involved in contract negotiations and grievances with those men.

So Koltys contacted Local 214, signed a dues application, and joined Joe Valenti, Local 214 president, in negotiations on a contract. It took about two meetings to reach agreement with commissioners. Koltys voted unanimously in favor of his contract giving him an immediate raise to $20,000 a year and $22,000 next year.

Kolty's police background enabled him to make the right selection when he joined the Teamsters for he learned that Local 214 has 72 units of members working in law enforcement. About 600 of the members involved are sheriffs' deputies and 900 are mostly police department personnel. The local union represents officers ranging from patrolman or deputy right up through command ranks.

There is even more support for Koltys in the background. Local 214 is affiliated with the Police Officers Assn., of Michigan, a fraternal organization. The combined strength of the two organizations is approximately an 8,900-member police unit.

Valenti says that Local 214 is the second largest single local union representing police officers and is the largest single local union representing public employees in the state of Michigan. The largest police unit is the Detroit Police Department Association.

While Local 214 was chartered only as recently as 1966, it has grown to more than 7,000 public employee members. Fortunately for Koltys and other officers, law enforcement officers came under a Public Employees Relations Act passed by the Michigan legislature in 1966.

Precedent

Quitting Air-Pollution Job No Bar to Compensation

IN a precedent-setting ruling, the Pennsylvania Unemployment Compensation Board of Review decided recently that a worker who quits his job on the recommendation of a doctor cannot be barred from receiving unemployment compensation.

The decision involved a dock worker who became ill unloading grain.

The board found that the workman was required to labor "in considerable dust and chemicals in the dust from the grain, and the dust adversely affected his health when the dust and chemicals got into his lungs."

When the workman's doctor advised him to keep away from the dust, the man notified both his employer and his union of the fact, but no work was available on general cargo.

Refusing to further endanger his health, the dock worker decided not to continue on the air-polluted job.

At first, he was denied jobless benefits. The review board, however, ruled that the reason for leaving the job was "of a necessitous and compelling nature" and therefore the man was entitled to unemployment compensation.

● In California

By a better than 8-to-1 margin, workers employed by California Gardenware Distributors, Inc., of Los Angeles, Calif., voted recently for representation by Teamster Local 986.

John LeFlore, Western Conference of Teamsters organizer, said 25 maintenance workers, warehousemen and truck drivers, along with shipping and receiving clerks, were eligible to vote in the election conducted by the National Labor Relations Board. The ballot count was 17 to 3.

● Jersey Win

Drivers, tiremen and mechanics employed by Standard Container Transport, Inc., in Millville, N.J., voted overwhelmingly for representation by Teamster Local 408 of Union, N.J., in a recent National Labor Relations Board election, according to Vincent Amiano, secretary-treasurer of the local union.

● Overwhelming

With the exception of one "no" vote, a dozen workers employed by Midwest Press, Inc., of Los Angeles, Calif., voted for representation by Teamster Local 626 in a recent National Labor Relations Board election, according to Edward Chacon, president of the local union.

● Drivers Vote

Ambulance drivers employed by BoMeg Corp., in New York City voted 8 to 2 for representation by Teamster Local 531 in a recent National Labor Relations Board election, according to Joseph Biasucci, secretary-treasurer of the local union.

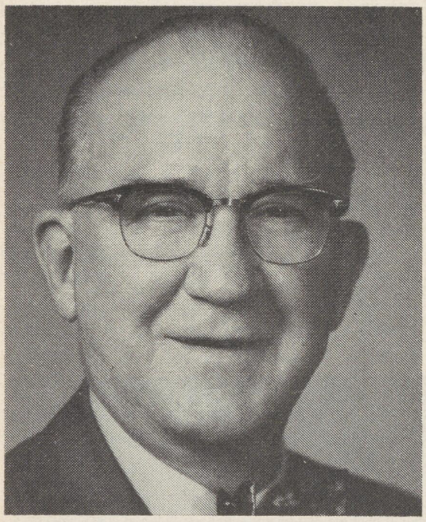
Aid Kids

PRE
PITTSBURGH'S MO
INTERESTING NEWSPA

T. R. Cozza (left), general organizer, and Michael F. Tynan of the Pittsburgh (Pa.) Press, were aided by newspaper circulation drivers—members of Teamster Local 211—in a fund drive for Children's Hospital. They collected nearly $18,000.

STATE OF THE UNION

College Honor



Fullmer H. Latter, long-time leader in Utah now retired, was honored by the University of Utah recently with an honorary award citing his contributions to the school's progress. Latter served as secretary-treasurer of Teamster Local 222 in Salt Lake City from 1937 until 1967 and was secretary-treasurer of Teamster Joint Council 67 from its inception until 1969. He also served on the Western Conference of Teamsters policy committee prior to retirement.

● Indiana Win

Delivery drivers employed by Salem Poultry Co., Inc., of Anderson, Ind., voted overwhelmingly for representation by Teamster Local 135 of Indianapolis, Ind., in a recent National Labor Relations Board election.

Mather Retires

Wallace R. Mather (left) receives from Jerry C. Beatty, secretary-treasurer of Teamster Local 490 in Vallejo, Calif., one of several awards he was given at a retirement testimonial dinner in his honor. Mather was a member of Local 490 for 27 years and served on the executive board in various capacities for 25 of those years.

Dental Units Win Contract In Canada

Teamster Local 351 of Vancouver, B.C., recently negotiated a settlement with dental companies covering approximately 40 per cent of all dental technicians working in British Columbia.

The contract covers 110 workers employed at Shaw Labs Ltd., Pacific Dental Ceramics Ltd., and Fine Arts Ltd.

Substantial wage increases were gained in the 18-month contract which also includes a cost-of-living clause to take effect next July 1st. Other fringe benefits also were gained.

The settlement was expected to set the pattern for pending negotiations with Northwest Dental Labs which employs 45 technicians.

Boston Local Wins Ruling At NLRB

Teamster Local 25 of Boston, Mass., was granted a summary judgment recently by the National Labor Relations Board to win a case against the Metropolitan Petroleum Co., of Massachusetts.

The Board found no merit in the company's effort to get an earlier decision deferred. The company was found guilty of unlawfully refusing to bargain with Local 25, certified representative of all dispatchers and clerks employed at the company's plant in Chelsa, Mass. The company also unilaterally granted wage increases unlawfully.

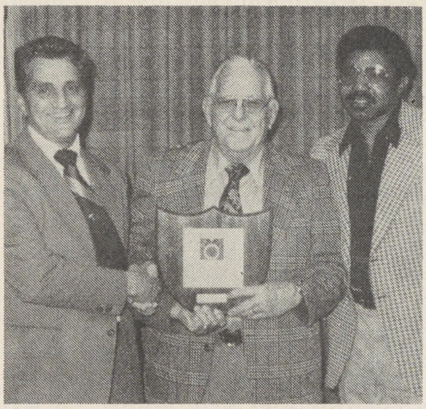
Metropolitan was ordered by the Board to cease the illegal activity and bargain with the Teamster local union upon request.

Four Members Get Backpay Totaling $7,288

Four members of Teamster Local 541 in Kansas City, Mo., received backpay totaling $7,288 recently following resolution of an unfair labor practice charge against Royal Industries, Inc.

Richard Milone, Local 541 secretary-treasurer, said the backpay went to John Boar, Theodore Bailey, Cliff Tenebruso and James E. Caufield.

Retiring Agent



Russ Soulsby (center), retiring as a business agent of Teamster Local 557 in Baltimore, Md., receives a plaque from Clyde Pusey, also a B.A., and Norman Scott. Soulsby became a Teamster in 1935, served briefly as recording secretary of the local union, and became a full-time representative in 1964, a job he held thereafter.

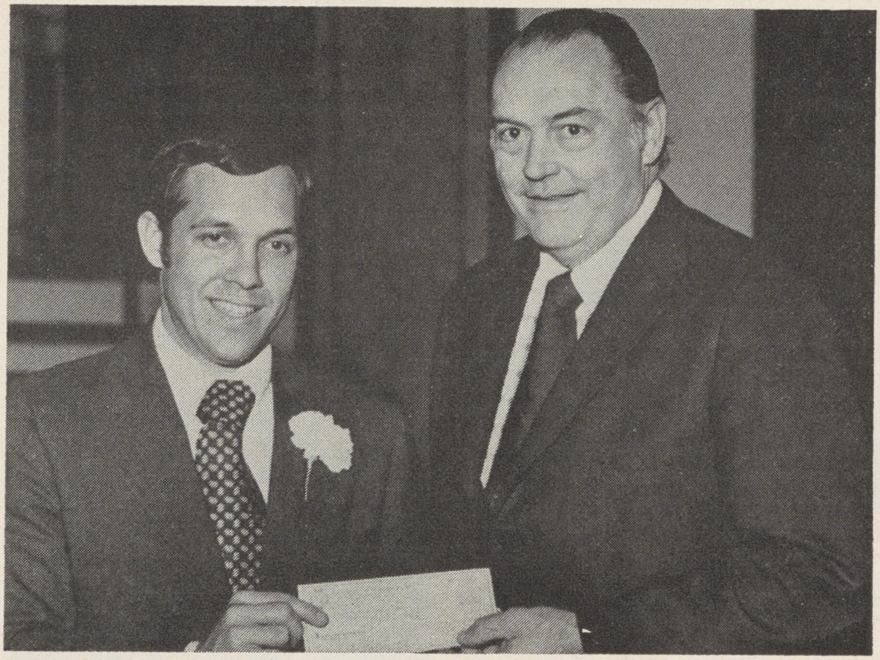
● Drivers Vote

Truck drivers employed by Cunningham Truck Lines of Oakland, Calif., voted unanimously for representation by Teamster Local 70 in a recent National Labor Relations Board election, according to Chuck Mack, secretary-treasurer of the local union.

Sark Retires

David O. Sark, active in the Chicago labor movement for 52 years, retired recently as secretary-treasurer of Teamster Local 726. Sark also bowed out as recording secretary of Teamster Joint Council 25. He first joined the local union in 1923 as a city truck driver and became an officer 10 years later.

Community Service



IBT Vice President Arnie Weinmeister (right), president of Teamster Joint Council 28 in Seattle, Wash., presents a $6,500 check to John Hutchinson for the Fred Hutchinson Regional Cancer Research Center expected to be dedicated next fall. The donation came from Teamsters. Hutchinson is a nephew of the late Fred Hutchinson, baseball pitching great, felled by cancer in 1964.

For Farm Workers

Extension of Law Coverage Supported by Labor Dept.

BRINGING National Labor Relations Act protections to farm workers is being supported by the Department of Labor.

Under Secretary of Labor Richard F. Schubert went into the lion's den recently to declare that the department supports extension of a wide range of legal protections to the nation's farm workers.

In a speech before an annual meeting of the National Council of Agricultural Employers, Schubert said:

"Given the nature of modern American agricultural production, there just doesn't seem to be any justification for continuing the policy of exempting agricultural workers from a whole range of legal protections and guarantees. It is in the best interests of employers, employees and the nature of production to find ways to assure farm workers the same protections other workers have long taken for granted."

A framework designed to "rationalize" the agricultural labor force could be established, he said, "through creating conditions similar to those enjoyed by industrial and service workers."

This goal, Schubert pointed out, could be achieved through a combination of these three "vectors":

—*Income maintenance* (meaning unemployment insurance, Social Security and workers' compensation).

—*Cash income improvement* (meaning, among other things, achieving the full protection of the Fair Labor Standards Act, under which the minimum wage for eligible farm workers just moved up to $1.80 an hour).

—*Income transference* (meaning food stamps, self-help housing and some form of national health insurance).

"The first, and possibly the easiest, step," he said "would be the extension of unemployment insurance benefits to farm workers."

The time has come for farm workers "to be brought under the same unemployment benefits umbrella already enjoyed by over 65 million workers engaged in other activities," Schubert said.

Another practical step in the effort "to rationalize the agricultural labor market" is some form of agricultural labor relations law "through appropriate amendments to the National Labor Relations Act," he added.

"Managing change," Schubert concluded, "is neither easy nor painless, but it is the only course that can promise the greatest amount of progress with the least amount of friction and the most benefit for a hungry world."

Board Case Won by Local In Washington

The National Labor Relations Board ruled recently that Lynden Frosted Foods, Inc., unlawfully refused to bargain with Teamster Local 231 of Bellingham, Wash., certified bargaining agent of the firm's production and maintenance workers, including busy-season employees.

On a motion for summary judgment, the Board said the company raised no substantial issues warranting review of the first decision that favored the Teamsters.

Lynden was ordered by the Board to cease the unlawful conduct and bargain with the union upon request.

Chairman

Guy Lewis, secretary-treasurer of Teamster Local 896 in Los Angeles, Calif., recently was elected chairman of the Southern California Soft Drink Industry Negotiating Committee. Lewis also is a vice director of the IBT National Brewery and Soft Drink Conference.

STATE OF THE UNION

Arbitration Winners

Teamster Local 62 of Horseheads, N. Y., recently won an arbitration case for two members dismissed from their jobs by A&P's Ann Page Division, gaining 6 months' backpay and full reinstatement. Happy with the decision are (left to right): Richard Kwasnik, Local 62 president, Albert Kent, Elvin Simonson and Robert Eckman, Local 62 secretary-treasurer.

'El Cortito' Unsafe?

Supreme Court Orders Study of Farm Tool

"EL CORTITO," the short-handled hoe so familiar to Teamster agricultural workers, is on trial. The California Supreme Court recently directed the state Division of Industrial Safety to determine whether the 12-inch hand tool endangers farm workers' health.

The hoe, popular with growers because it lets workers get closer to the crop for more accuracy in weeding and thinning than a long-handled implement would, also spells hard, back-breaking work for laborers.

Workers know this. They're now trying to find out whether using the short hoe really *could* break their backs. They have claimed that its use causes permanent back injury.

The Safety Division will decide whether the tool is illegal under a state provision barring the use of "unsafe hand tools," and another law requiring employers to do everything "reasonably necessary to protect the life and safety of employes."

Eleven physicians have agreed with the workers. They told the court that "use of the short-handled hoe over a substantial period of time would cause abnormal degeneration of the spine, resulting in irreparable back injury and permanent disability."

The state Occupational Safety and Health Standards Board will make the final decision on whether the tool is legal or should be weeded out. Maybe its members should spend an hour with "El Cortito" before they do.

Backpay Winner

Luis Rivera (right) receives a backpay check for $1,895 from Jack Fecter, president of Teamster Local 918 in Brooklyn, N.Y., following resolution of an unfair labor practice charge brought against Omni Metal Castings of Brooklyn. Rivera was fired for participating in an organizing drive by Local 918.

Teamsters Outstrip All In Balloting

Teamsters Union affiliates took all the organizing honors last September, according to the National Labor Relations Board, with the greatest activity and success in single-union elections.

The NLRB said there were a total of 703 single-union representation ballots with the Teamsters taking part in 224 or more than 30 per cent. Of the total wins by all unions, the Teamsters accounted for 102 or 30 per cent.

There were more than 16,000 workers eligible to vote in units won by all unions in the single-union voting, and the Teamsters won 1,807 of the total, or more than 11 per cent.

In all elections combined, including multi-union ballots, the Teamsters scored 110 wins and gained 2,238 members last September.

Vice Presidency

Fitzsimmons Reelected Officer Of Muscular Dystrophy Assn.

TEAMSTER General President Frank E. Fitzsimmons was reelected a national vice president of the Muscular Dystrophy Assn., during the national voluntary health agency's annual meeting recently in Los Angeles, Calif.

Frank E. Fitzsimmons

Jerry Lewis, MDA national chairman, a dues-paying member of twelve unions, praised labor's participation in MDA's efforts to help all those affected by dystrophy and related muscle diseases. He hailed the contributions made nationally and locally by both officials and members of unions during his annual Labor Day telethon. Mrs. Gerald R. Ford is honorary chairman.

Sylvester L. Weaver, Jr. was elected president of the national voluntary health agency. Weaver, nationally noted communications consultant and former president of the National Broadcasting Company, has served as first vice president of MDA since 1973.

MDA president Henry M. Watts, Jr., retired after leading the organization for the past seven years. Watts, a Philadelphia stockbroker and former chairman of the board of governors of the New York Stock Exchange, will move into the newly-created position of chairman of the executive committee.

In his address to the corporate membership Watts noted that there can be little doubt now that neuromuscular disease will ultimately be conquered.

He said: "A major step in this direction has been accomplished with the establishment, during the past 18 months, of six neuromuscular disease research centers. These centers, located at five major medical complexes in this country, with a sixth at the University of London, represent the best hope yet for the answers we are seeking. Teams of scientists at each center employ a multi-disciplinary approach to study specific problem areas in neuromuscular disease. We hope soon to announce—perhaps before the close of the current fiscal year—the opening of several new centers at major universities in a further implementation of our center concept."

MDA maintains a network of free diagnostic and treatment clinics throughout the United States and in Puerto Rico and Guam. Fifteen new facilities were added in 1974, bringing the total of MDA clinics now in operation to 145.

John J. Gardiner, a Philadelphia accountant, who was reelected treasurer of the agency, reported that, in MDA's most recent fiscal year, essential program activities—including research, patient and community services, and public health and professional education—absorbed 81.1 percent of the association's national expenditures.

Named by Brennan

Murray W. Miller Appointed To Pension Advisory Panel

TEAMSTER General Secretary-Treasurer Murray W. Miller is one of three union leaders named to serve on a new Advisory Council on Employee Welfare and Pension Benefit Plans.

Murray W. Miller

Miller was appointed by Secretary of Labor Peter J. Brennan.

Serving with the Teamster leader on the council will be Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, and Bert Seidman, director of the AFL-CIO Department of Social Security.

Other appointees, representing employers, the insurance industry, banking and investments, and the general public, include:

Robert A. Albright, vice-president, U.S. Steel and Carnegie Pension Fund, Pittsburgh; Preston C. Bassett, vice president and actuary, Towers, Perrin, Forster & Crosby, Inc., Philadelphia; Theodore D. Bower, special assistant to the vice president, Sears Roebuck and Co., Chicago; Donald E. Bowman, president and director, T. Rowe Price Associates, Inc., Baltimore; Nelson Cruikshank, president, National Council of Senior Citizens, Washington, D. C.; Arthur J. Helganz, partner, Ernst & Ernst, Detroit; Douglas B. Hunter, vice president, group pension operations, Connecticut General Life Insurance Co., Hartford; Wesley G. Jeltema, manager, Michigan chapter, Associated General Contractors of America, Lansing, Mich.; Howard M. Koster, first vice president, Employee Benefit Trust Division, Bankers Trust Co., New York; Claudine B. Malone, assistant professor, business administration, Harvard Business School, Cambridge; John O. Parker, president and director, Putnam Advisory Services, Inc., Boston, and A. Robert Scotti, A. Robert Scotti Associates, Utica, N.Y.

The council was established by the new pension reform law, the Employee Retirement Income Security Act of 1974 (ERISA), and will advise and make recommendations to the Secretary of Labor concerning his function under the Act.

Paul J. Fasser Jr., assistant secretary of labor for labor-management relations, will serve as council chairman.

IBT Staffer Of Investment On Panel

Eugene Burroughs, manager of the investment department of the International Brotherhood of Teamsters, recently was named by President Ford to serve on a panel to police the pension law enacted last year by Congress.

Burroughs was nominated to serve a 2-year term on the Advisory Committee to the Pension Benefit Guaranty Corporation.

The 7-member committee will advise the PBGC on its policies and procedures in the appointment of trustees and in investment of funds.

Canadian Progress

Construction Local Gains With Coordinated Program

NEGOTIATION of new agreements giving members big gains in wages and other benefits during 1974 proved the topping on the cake of a coordinated program at Teamster Local 230 in Toronto, Ont.

The contract improvements affected most of the local union's 2,500 members employed by some 100 construction companies in the Province of Ontario.

Perhaps the strongest evidence that Local 230's program has been a success—in the opinion of Bruno A. Teichmann, president—is that the executive officers were recently elected by acclamation to serve another 5-year term of office.

Teichmann said the election culminated more than 30 months of effort by the executive board to improve wages, hours and working conditions for the membership while simultaneously striving to instill confidence, goodwill and better understanding between the membership and the employers.

Local 230's original charter covered hydro construction in the Province of Ontario. In 1956, the charter was revised to include ready-mix, building supply and construction drivers in the large geographical area.

When the present officers were first elected, said Teichmann, "our objectives were clearly stated."

He explained: "These were to prevent unnecessary conflicts or serious misunderstandings and to encourage cooperation and fair dealing with employers. Achieving these objectives, we believed, would enable us to secure reasonable hours, fair wages and improved working conditions for our members."

An illustration of how the objective was realized is a new collective bargaining agreement negotiated in the ready-mix industry in 1974. Local 230 joined with Teamster Locals 879 in Hamilton, Ont., and 141 in London, Ont., to negotiate with 30 ready-mix firms in the Province.

Teichmann said the negotiations were very difficult and sensitive for a prolonged strike would have caused a major disruption in the entire construction industry. In fact, there was a short stoppage of two weeks' duration.

Finally a contract was successfully negotiated, permitting the construction industry to continue operating without any serious disruption.

Local 230 representatives last year also negotiated contracts covering members in road building and paving, sewer and water main construction, excavating and heavy construction.

Toronto-area members employed by Ontario Hydro benefited from the heavy construction agreements, resulting in welfare improvements for hydro members throughout Ontario.

The Teamster affiliate currently has been negotiating with Ontario Hydro concerning the Electrical Power Systems Construction Association. The union also has begun negotiations on an agreement with ready-mix suppliers in the Ottawa region.

Safe Drivers

Receiving safe driving awards recently as employees of Airco Industrial Gases are these members of Teamster Local 371 in Rock Island, Ill. (left to right): Robert Young, Airco terminal manager; drivers Lloyd Mehter, Jerry Nelson, Harry F. Scharff, Clifford Gallentine, Ronald Lind; Michael Petroskey, area distribution manager for Airco; drivers Joseph Watters and Alfred Block.

● Training

Under the Comprehensive Employment and Training Act, state and local governments make most of the decisions regarding the kind of manpower training programs to be offered in their areas.

In Food

Joint Committee Seeks Ways To Improve Bargaining

A joint labor-management committee representing the retail food industry, has recommended a 10-point program to make collective bargaining more effective.

Teamster General President Frank E. Fitzsimmons has endorsed the concept of the committee, and appointed John Greeley, head of the IBT national warehouse division, as the Teamsters representative.

Other unions represented are the Retail Clerks International Association, and the Amalgamated Meat Cutters. Industry representatives come from such food chains as Safeway, A & P, Kroger, Jewel, Grand Union and Acme. Industry representatives represent 40 per cent of the industry.

The guidelines cover the following basic procedural recommendations:

—Contract proposals should be exchanged "well in advance", of contract expiration and should be in writing that can easily be understood by both sides. Meetings should be held promptly to clear up any misunderstandings.

—"Eleventh hour" bargaining should be avoided as generally counter-productive, on the grounds it "almost never insures a fair settlement." (In this context, the committee also agreed to study ways to "develop incentives that will encourage timely agreements.")

—Use of the Federal Mediation and Conciliation Service, plus local and state mediation services, is a "cornerstone of rational collective bargaining." (The committee also deplored the concept that requesting mediation is "showing signs of weakness.")

—Negotiation should be conducted "at the table, not in the press." The committee agreed that "negotiating in the press" is damaging to achieving rational results and further claimed it leads to "emotional confrontations caused by coverage that is too often inaccurate."

—Strike issues should be fully understood by both sides prior to strike or lockout action. In the event of needed clarification, or a breakdown in communication, a third party or mediator should be brought in.

—All possible strike alternatives should be considered before a strike occurs.

—Implementation of proposed procedures will need "good faith" adoption by both management and labor. The committee noted in this context: "The unions recognize that their existing strike sanction mechanisms contemplate much of what is in this document and the managements agree that, where necessary, they, too, must structure internal procedures within the framework of this agreement."

—Agreements should be reached far enough in advance of a strike deadline for each party to disseminate terms and conditions of the settlement.

—In the event of a strike, the committee recommended that:

(1) Negotiations should continue.

(2) News releases by either side should be kept to a minimum and limited to facts.

(3) Employers should be allowed to remove perishables to prevent spoilage.

Food industry joint labor-management committee at work on recommendations to make bargaining more effective. Teamsters representatives are shown at head of table. Left, Sam Smith, president of Teamster Local 795, Wichita, Kansas, and John Greeley, director of the IBT national warehouse division.

Retired Driver

NORTHWEST
PORTLAND,
4200

Robert E. Bennett, a member of Teamster Local 162 in Portland, Ore., retired recently following a serious heart attack. Employed by United N/W Grocery Co., Bennett joined Local 162 in 1944 and drove for the same firm 22 years. He served as shop steward for a lengthy period and compiled 19 years of accident-free driving over one million miles.

Then and Now

It was forty years ago that I started driving a truck.
Things were rough, times were tough, never had much luck.
The pay was low, no time-and-half, seemed the days would never end.
Four years later I joined the union, it's there I found real friends.
Things improved, the pay increased through the efforts of dedicated men.
Eight hour days, forty-hour weeks, what a difference *now* from *then*.
Health and welfare plans, pension funds and leaders who fought for our rights.
Lower retirement age, eye and dental care, with more benefits still in sight.
Many hard bargains were fought for and won, many hours of toil and sweat.
We can all thank God for leaders like you who are the finest I've ever met.
Keep up the good work my friends and no matter where I go or do,
I'll never forget all the friends I've made, while a member of the I.B.T.C.W. & H. of A.

Contributed by:
Louis Michael Hatch
Retired Local 251 Member
Providence, R.I.

OVERCOMING FEAR

Monthly Self Examination Detects Breast Cancer Early

(Ed. Note: Aiming an article on breast cancer to a primarily male audience may seem strange. It shouldn't. The IBT is a union with more than two million members. In increasing numbers, women are joining its ranks. This article may help prevent at least one cancer death. It is presented for that reason.)

BREAST CANCER may be a subject many Teamsters don't think they're interested in, especially the men. Actually, no attitude could be more wrong. In addition to having female fellow union members, most Teamsters have wives, mothers, daughters and sisters. Their well-being offers the men the biggest incentive the International can think of to find out about the subject. And remember, men can develop breast cancer, too.

Breast cancer kills more women each year than any other cancer. More than 33,000 women will die from it this year alone. It ranks as the most prevalent cause of death for women aged 40-44, and typically strikes women over 35. Some 89,000 females will discover they have breast cancer before the year ends, the American Cancer Society tells us. In fact, the odds are 1 in 14 that a woman will develop breast cancer sometime in her life.

Those are dry, emotionless statistics. Any woman who ever anguished over a lump in her breast, faced a mastectomy, or was told the cancer hadn't been caught in time knows the tragedy and pain behind them.

As a health problem, breast cancer has been around a long time. We just never heard much about it. When both Betty Ford and Happy Rockefeller were stricken last year, the reality of the disease hit the public. Two words that before always seemed private, embarrassing, almost dirty, splashed across newspaper headlines nationwide. The shame quickly dissolved as breast cancer became a startling reality to American women, and they realized it could happen to them.

Because it's so frightening, breast cancer has been a disease women readily hid from, sometimes until it was too late to get help. Now, amid publicity, it's harder for women and their families to avoid learning about the disease and how they can help themselves. They are learning that breast cancer is only treatable if it's found in time. Best results depend on early detection. Hiding from the problem makes death the only alternative available to a woman in some cases.

Breast cancer's threat needs to be exposed, so that women who discover lumps seek medical examination quickly, and those needing surgery have it promptly.

Early Detection

For a woman, confrontation with breast cancer strikes more fear than possibly any other disease. First, it's CANCER! And that's hard to live with. Then, if the lump proves malignant, the woman may fear others will know she has had a breast removed. This, of course, in most cases is unfounded, as Happy Rockefeller, Betty Ford and Marvella (Mrs. Birch) Bayh all prove by any public appearance. Lastly, many women fear a loss of love or sexual attractiveness when they discover a breast lump which requires surgery. This isn't the case in most well-adjusted marriages, the Cancer Society's Reach to Recovery mastectomy rehabilitation program aides say.

At such a time, a woman needs all the encouragement and support the men around her can give—encouragement to see a doctor if she discovers a lump or breast change, and support if surgery and/or a mastectomy is necessary to remove a cancerous growth.

Despite the fears, women need to realize that when breast cancer is detected early enough for prompt and effective treatment, deaths can be sharply reduced.

Breast self-examination has proved to be an important aid in finding most breast cancers before they spread too far. Nevertheless, women often avoid doing such examinations for three reasons. They don't realize how important such a monthly routine is; they are afraid they may find a lump; and they aren't sure how to do a self-exam or what they're looking for.

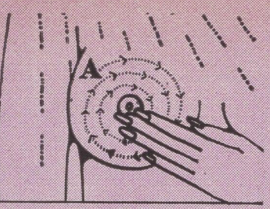
Reluctance to do examinations and the fear element can best be countered by noting that it's that or probable death if a malignancy goes undetected.

The how is easy. Your physician can show you how. Likewise, many hospitals and local American Cancer Society chapters offer free courses in how to perform this simple, yet vital health routine.

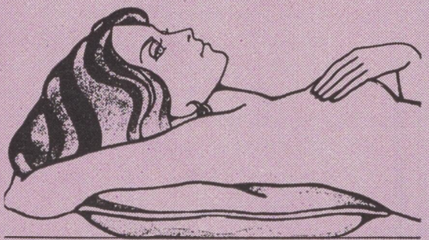
Above all, make sure you have a complete medical check-up at least once a year. Medical checks should be even more frequent for those over 35 or with a family history of breast cancer. If your physician omits this important part of your check-up, ask him to include it, for your own safety.

Checking the breasts monthly is the next step. Okay, then, how do you examine your breasts for lumps?

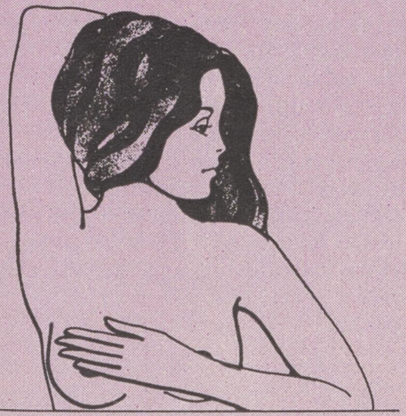
Getting to know how they normally feel is first. A woman should try to memorize how her breasts feel after a doctor has pronounced them



1. In the shower or tub, do this simple examination for breast cancer. It can save your life. While your skin is still wet and slippery, begin where you see A. Keep your fingers flat and touch *every* part of each breast following the arrows. Feel gently for a lump or thickening.



2. Now do a more thorough check lying down. Put one hand behind your head. With the other hand, fingers flattened, gently and lightly press your breast. Reverse and check the other breast.



3. Now repeat the same sitting up with your hand still behind your head. Reverse and repeat for the other breast with the other hand. If you find a lump, see your doctor. But don't be afraid. 8 times out of 10 it's nothing. And just think—doing this examination once a month can be reassuring too. After all, it's what you don't know that can hurt you.

AMERICAN CANCER SOCIETY

healthy and then watch for any changes. Next, she should check each month (about a week after her period begins for pre-menopausal females) for any changes in the size and shape of her breasts, noting any lifting or sinking of the nipples, or dimpling and puckering of the skin.

Lying down, with one hand behind the head, she should examine each breast with the opposite hand, pressing lightly in a spiral motion. The process should then be repeated sitting up.

Should you find a lump, before you get upset, remember that most breast lumps are benign. In fact, from ages 35 to 50, benign cystic disease is the most common cause of breast lumps in women. But don't count on your luck! The important thing is to have your physician check any lump out, doing a biopsy if there is any doubt.

The American Cancer Society estimates that nine of every 10 women who discover they have breast cancer today can expect to be alive in 1980, if their tumors are detected and treated early enough. And that depends on each woman. That's where Teamster men can help. Make sure your loved ones follow this vital routine monthly for the welfare of all the family.

Today, researchers are coming up with new techniques to detect tumors earlier and more efficiently. For women over 35 (who are prime candidates) and for those with a family history of breast cancer, manual examination may be augmented by mammography, a special tumor-sensitive x-ray of the breast, or thermography, a newer technique that measures small elevations in breast temperatures produced by tumors. Breast self-examination remains the fastest, easiest way for most women to catch cancer early.

Note, by the way, that women aren't the only ones who suffer from breast cancer. Any man who notices a lump or enlargement in his breast also should consult a physician at once. Because male cancer is rare—accounting for only one breast cancer in 100—men tend to neglect symptoms until the disease is too advanced to cure. The American Cancer Society estimates, however, that 300 men will die from breast cancer in 1975, while 700 men will develop new cases.

Researchers are looking for ways to prevent or detect breast cancers early. Until they succeed, early diagnosis is up to each individual.

New York Retiree Writes Note to Fitz

Dear Bro. Fitzsimmons:

I am a member of Teamster Local 118 in Rochester, N.Y., and have just retired from Ryan Carting Co., of Rochester with over 40 years in their employ. I am retiring with 35 years' credit in Local 118.

I want to take this opportunity to thank the International Union as well as my local union for making this very good pension possible. Now I am looking forward to many years of enjoyment . . .

Fraternally yours,
Peter A. Nacca,
Rochester, N.Y.

● Jersey Win

By a 4-to-1 margin, employees of Blackburn Development Co., Inc., in West Orange, N.J., voted for representation by Teamster Local 125 in a recent National Labor Relations Board election.

Christopher Marciano, secretary-treasurer of Local 125 based in Irvington, N.J., said 11 superintendents, refrigeration men, masons and laborers employed by the company which manages apartment housing were eligible to ballot.

The vote was 8 to 2 in favor of the union.

● BLS Oldest

The Bureau of Labor Statistics was established in 1885, nearly three decades before the Department of Labor was established.

California Retiree Writes Note

Dear. Bro. Fitzsimmons:

I worked 30½ years for Rainbo Bakeries uninterrupted for time-off through Teamster Local 386 of Modesto, Calif. I want to thank all that had anything to do with the great retirement program. . . .

Fraternally yours,
Thomas F. Nolen, Sr.,
Merced, Calif.

HYPERTENSION
OR
High Blood Pressure
OR BY ANY OTHER NAME
CAN KILL

HIGH BLOOD PRESSURE—It's a treacherous, debilitating disease that can lead to heart attacks, strokes, and kidney disease, yet you may never even know you have it—until you awaken in a hospital Intensive or Coronary Care Unit, or wind up in the morgue.

Hypertension (they're the same thing) is a quiet, unsuspected killer. It afflicts more than 23 million Americans right now, one in every 10 people. Only half of them know it. Fewer than three million are receiving adequate treatment for it.

This year, the disease will be primarily responsible for about 60,000 deaths. Another one and a half million Americans will suffer strokes and heart attacks (caused in part by a high blood pressure factor in many cases). Half of these victims will also die; many who survive will be severely disabled. Early detection and treatment of high blood pressure could avert an estimated 200,000 of these deaths a year, experts say.

Every year, high blood pressure kills more people directly or indirectly than either cancer or accidents, the two other leading causes of death in this country.

Those are staggering statistics for a little-known ailment? What most people don't know is that more than half of those suffering from hypertension can be helped. A painless 30 second test by a physician can minimize the threat undetected hypertension carries. With diagnosis, medical attention, medication, persistent follow-up care, and the patient's cooperation, the risks of high blood pressure can be drastically reduced.

Most people don't think of hypertension as a serious disease. Half of all Americans don't even relate high blood pressure to strokes, heart attacks, and kidney disease. But there is a connection.

You can feel healthy, look terrific, control your weight, and think everything is fine—*and still have it!* You may find out only when your life is threatened; but, by then, you probably already have suffered severe organ or artery damage.

A few years ago, nobody paid much attention to hypertension. Today, however, health care facilities, medical associations, public service groups, and community agencies have all banded together to get the message across that untreated and undetected high blood pressure can kill.

IBT General President Frank E. Fitzsimmons has joined the battle. He is a sponsoring member of a Maryland-based group, Citizens for the Treatment of High Blood Pressure, Inc., whose goal is to call public and government attention to the problems high blood pressure poses, emphasizing the need for early detection and treatment.

Altogether, more than 100 groups nationwide are trying to educate the public about high blood pressure. The National High Blood Pressure Education Program of National Institutes of Health (NIH) National Heart & Lung Institute and the American Heart Association are both active participants. They see evidence every day of the damage hypertension causes. Their goal now is to tell the public.

It is important that everyone know what high blood pressure is, and what the risks involve. Most important, physician and patient alike need to realize that the disease is serious, and should be treated if discovered.

Most people ask, "What is high blood pressure?" Hypertension is a condition which develops when individual blood pressure remains at an elevated level for too long a period. In most people, blood pressure has a wide range. It may go from 90/60 when you sleep to 140/90 when you are excited or upset, and still be normal. Only when the pressure fails to fluctuate and remains high, does hypertension become a problem.

The body's circulatory system is complex. Like pipes in a plumbing system, the arteries can tolerate high pressure for brief surges, but when pressure persists, damage may result.

When artery pressure is high, the heart must pump harder. With blood pressure high for a long period, the heart enlarges. Eventually, under the continued extra burden, it may weaken, lose efficiency and pump less blood with each beat. The kidneys, unable to function effectively because of reduced blood flow, fail to excrete enough fluids, and tissues become waterlogged, adding more burden to the heart's load.

Eventually, the excessive pounding of high blood pressure injures the artery walls and more fatty deposits settle. The result is arteriosclerosis, artery clogging that can choke off blood supply to the heart, brain, or kidneys, leading to heart attack, stroke, or kidney failure.

Today, effective drugs for the treatment of high blood pressure exist, even though researchers and physicians still aren't sure what causes it. They do know, however, of factors that are related to it.

Among these are obesity; a hereditary disposition to the disease (researchers believe that while hypertension isn't genetically inherited, a tendency toward the disease may exist in families); and faulty diet, especially one high in salt which causes fluid retention and increased blood pressure.

Race also plays a part. Blacks, according to the American Heart Association, are more prone to the disease than whites. In fact, one of every four black Americans has hypertension, compared to one out of every seven adult whites.

Stress also is a suspected contributor to hypertension, although calm, thin people develop the problem, too. Some researchers feel that long periods of stress may elevate the pressure to a point where it doesn't return to normal after stress passes. These are all avenues scientists are exploring to find the cause of hypertension.

One of the biggest problems facing those trying to find and help hypertensives is that many people either don't know about hypertension's danger or minimize its potential risk.

Studies at NIH have shown that of the 23 million people walking around with high blood pressure, nearly 99 per cent have had their blood pressure taken at some time. Nearly 80 per cent of the hypertensives in the National Heart and Lung Institute's study said they'd been to a doctor or clinic for a physical check-up within the past 12 months!

That's a big problem. With 11 million undetected hypertensives walking around, ready to explode, most of them have had an opportunity to find out their pressure was high. Physicians are partly to blame, because until the last year or two, they haven't realized the actual danger high blood pressure could pose. But what about the patient? He has had an opportunity to question his own health, and find out what that reading meant. If he didn't, he is partly responsible for ignoring his own health care needs.

High and Low

Do you know the difference between normal and high blood pressure? Physicians say 120/80 is about normal for most adults, although age and other factors may change the figure a little.

The warning stage is usually 140/90. At this point, your physician has three choices. He can continue observation to see if your pressure continues to elevate; begin mild non-drug treatment such as cutting down on salt intake and asking you to lose weight; or initiate drug therapy if other risk factors are involved.

Hypertension poses a definite threat when the pressure level reaches 160/95. By this point, most physicians begin drug therapy to get that level down to a more normal range.

High blood pressure as a major health threat has only emerged in the last four or five years. Before that, physicians and patients alike gave little attention to blood pressure changes, often ignoring symptoms until the problem reached a dangerously high level, or the patient suffered a stroke or other serious illness.

Efforts are underway to reeducate physicians and the public. The first stage was explaining that a problem existed and what it was. The American Heart Association has been doing that for four years.

Now that the public knows what high blood pressure is, a concerted effort is being made to encourage potential victims to have their pressure checked, begin therapy if necessary, or resume treatment if they have been diagnosed as hypertensive and have stopped taking medication for some reason.

One point is essential. High blood pressure, once properly diagnosed (and that requires a series of tests, instead of one doctor's office sphygmomanometer reading) is a life-long problem, which may mean taking medication indefinitely, even if the patient feels great. After all, controlling erratic pressure is an inexpensive price for a hypertensive individual to pay for life.

What can you as a patient do? Insist on regular blood pressure checks from your physician. Ask questions. Find out whether your pressure is in the normal range. If it is a little high or demands treatment, keep checking it out. If your doctor prescribes medication, fill the prescription and take it REGULARLY. Medication and diet will control high blood pressure, even if they can't cure it.

Remember, you are a part of the health care team. Your doctor, nurse and other health team members can't do it alone—and neither can you. You must all work together. Follow treatment instructions; keep your appointments. Report any side effects.

Members of Teamster Locals can help fight high blood pressure in other ways. Join with General President Fitzsimmons in the battle. The American Heart Association has chapters in cities across the country. With a phone call, you can schedule a blood pressure screening at your local's union meeting, so your members can find out whether they need to see a physician for suspected hyptertension.

A number of groups offer films, lecturers, and screenings to make the community aware of hypertension's danger. Do something about it. Call your local American Heart Association chapter or medical society and ask someone to discuss the problem with your members.

Don't let the quiet killer sneak up on you, your family or your union brothers and sisters. With high blood pressure, an ounce of prevention *is* the best cure.

SAFETY & HEALTH

Crusaders Thanked

The Crusade of Mercy, a fund-raising agency benefiting scores of private human care organizations in Chicago, Ill., recently thanked Teamster officials for their support. Shown (left to right) are: Paul Iaccino, director of labor welfare services; William Joyce, Teamster Local 710 secretary-treasurer; Frank Seban, Teamster Local 744 secretary-treasurer; Kenneth Hester, Teamster Local 743 secretary-treasurer; International Trustee Louis F. Peick, president of Joint Council 25 and secretary-treasurer of Teamster Local 705; Howard A. Floyd, president of Teamster Local 330; Joseph Bernstein, president of Teamster Local 781; John F. Ryan, president of Teamster Local 786, and Harold J. O'Brien, president of Teamster Local 734.

BMCS Study Finds:

Tires are Deadliest Factor In Commercial Truck Toll

FAULTY tires are the biggest killing mechanical defect in commercial trucking, according to a study by the Bureau of Motor Carrier Safety (BMCS).

The agency made a study of 62,229 accidents involving trucks during 1972 and found that 1,901 wrecks—or slightly better than 3 per cent—were directly attributable to mechanical defect or failure. The result was 56 driver fatalities.

Of the 1,901 defects and failures that led to truck accidents, BMCS found, 429 were caused by tires. Thirty driver deaths was the result.

Incidentally, 85 per cent of the tire defects were front tire situations and were responsible for all but one of the 30 fatalities.

Other major mechanical causes of accident, in order after tires, were: brake systems, body, wheels, and coupling and towing devices. Together, they accounted for 80 per cent of all vehicle defects resulting in a total of 44 deaths.

Free Advice

DOT Offers Three Rules For Prolonging Tire Life

A NEW publication has been prepared by the Department of Transportation to show Americans how to prolong auto tire life.

Noting that American car owners spend millions of dollars annually replacing auto tires that are not structurally defective and which should not have worn out as quickly as they did, DOT prepared a 9-page booklet titled, "Three Rules for Maximum Tire Life."

The booklet explains how overloading, underinflation and overinflation decrease the life of a tire; how to use the data given on tires for longer service, and how to avoid such problems as blowouts, uneven wear and flat spots.

Briefly, the three basic rules of tire care are:

1. *Don't overload, overinflate or underinflate tires.* Air pressure permits tires to stand up straight to carry their load. Underinflated tires wear out much faster than those with the correct "standup" pressure. It takes very few miles with low pressure to weaken tires inside—in the sidewalls, under the tread, and in the bead areas. Overinflation causes tires to wear quickly along the center line of the tread. Overloading can have the same effect as underinflation. If you put enough load on a tire to make it "squat down" on its haunches, the tire flattens out just as it would with too little pressure.

Maximum Load

2. *Know how much pressure and how great a load your tires will carry in order to avoid overloading, overinflation or underinflation.* You will find on every tire its pressure/load maximums. For example, a tire which has printed on its side, "MAX LOAD 1500 LBS at 32 PSI MAX PRES," will carry no more than 1500 pounds of weight and will stand no more than 32 pounds per square inch of air pressure. Your owner's manual will tell you proper pressure for normal loads.

Fast Driving

3. *Drive for maximum tread life.* High speed starts, skidding, and fast driving over rough road surfaces take miles off your tire's tread life. For maximum tire life: always give new tires a "break in" period, driving no more than 60 mph for the first 50 miles; buy a good tire pressure gauge and check your tire pressure at least once a month while tires are cold, not hot after driving; every 6,000 miles, rotate the tires, including the spare, to a new position on the car; avoid scraping the tires when you turn a corner or forcing them against the curb when parking; store summer or snow tires in a cool dry place, away from oil or grease and electrical motors.

Copies of "Three Rules for Maximum Tire Life" may be ordered for 25 cents each from Consumer Product Information, Pueblo, Colo., 81009, or purchased at federal information centers located throughout the country.

Safe Drivers

EXPRESS
INC.
AND, OHIO

Seven members of Teamster Local 377 in Youngstown, O., were honored for their safe driving records during 1974 by their employer, Motor Express, Inc., of Ashtabula, O. Shown are Harry Baker, Eugene Thress and Charles Shipman, three of the drivers. Not present for the photo were Albert Rhone, Robert Foltz, William Nelling and Douglas Wheeler.

Hanky-Panky

IBT Lodges Objection To Proposal of OSHA

AN objection has been lodged by the Teamsters Union to a proposal by the Occupational Safety and Health Administration (OSHA) which could permit hanky-panky in certain job site safety inspections.

OSHA has proposed a system of on-site consultations for employers that, in effect, would keep employees in the dark about the hazards at their workplace. The key word is "consultation."

Lodging the objection was R. V. Durham, director of the department of safety and health for the International Brotherhood of Teamsters.

OSHA's plan is in response to action taken by the 93rd Congress. When appropriations for the Department of Labor were passed, they included a sum of $5 million for states lacking a safety and health program approved by OSHA.

The $5 million allocation, inspired by congressional conservatives seeking to pull OSHA's teeth, was made to permit those states to set up a "consultation" program for employers.

The consulting services, it was envisioned, would entail a state employee conducting an inspection of the employer's premises, informing him of violations of OSHA standards and explaining to him how to remedy the situation.

However, the amendment to the appropriation stipulated that such visits would occur only at the request of the employer and that no monetary penalties would be assessed for violations.

Left at that, the idea might seem to have merit—though encouraging states to stay out from under the federal safety and health umbrella—by inviting employers to seek help in making their shops safer for workers.

Placating Business

OSHA bureaucrats couldn't leave it alone, however. They had to go a step further, hoping to placate big business critics.

When OSHA issued the proposal for implementing the "consultation" plan with the states, it insisted that: "A representative of employees will not participate in the consultant's visit, except upon the specific request of the employer."

Such a provision is clearly contrary to the spirit and language of the Occupational Safety and Health Act of 1970.

It was for this reason that Durham registered firm opposition to the proposed plan with the Assistant Secretary of Labor for OSHA.

Durham pointed out that workers have a right to know what hazards they face on the job and what can be done to correct them. He recommended that the provision barring employee participation in "consultation" be dropped.

Durham further recommended that language be included in the OSHA proposal to provide workers with an opportunity to see a copy of the written report which the consultant would send to the employer after his visit.

Construction Committee

Shown are members of the negotiating committee for the National Construction Agreement. The representatives of the Teamster National Division of Building Material and Construction Drivers met recently in Florida to prepare proposals for renewal of the contract which expires this coming June 30th. Thomas H. Owens is director of the division.

consumer REPORT

NY Driver Honored

IBT Vice President Joseph Trerotola (left), director of the Eastern Conference of Teamsters and president of Teamster Joint Council 16, was on hand recently when New York State's 1975 "Driver of the Year" was honored at a banquet. Shown are (left to right: Trerotola; Mrs. Albert L. Mead; Albert L. Mead, honored member from Teamster Local 449 in Buffalo, N.Y., and R. E. Ahillen, vice president of Mack Trucks, Inc.

At Checkout

Consumer Federation Fights Supermarket Computerization

CONSUMER Federation of America (CFA) is broadening its fight against the plans of the national food chains to have a computerized checkout system operating across the country by 1980.

CFA has produced a pamphlet "A New Supermarket Ripoff: Packages Without Prices," for use by consumer and labor groups in combating the threatened disappearance of prices on food products.

Carol Tucker Foreman, executive director of CFA, said: "The supermarket industry takes the attitude that if the consumers want prices on merchandise it will give them grease pencils so they can mark the prices for their own information. This is typical of the 'public-be-damned' attitude the industry takes . . ."

Representatives of the CFA and concerned labor unions so far have succeeded in getting legislation introduced in state assemblies that would make mandatory the marking of prices on food packages.

Such bills have been introduced in California and Maryland. Measures also are planned for introduction in Alaska, Arkansas, Florida, Illinois, Michigan, Minnesota, New Jersey, New York, Washington and Wisconsin.

CFA has outlined a 2-point program for action. In the legislative area, CFA urges that consumers and workers support federal, state, county and municipal legislation to require that every packaged consumer product have the price plainly marked on it.

CFA also urges that whenever and wherever a store opens with computerized checkout stands and no prices on the merchandise, consumers should let the store manager and the general public know that there is objection to the elimination of price marking.

Share $25,000 Backpay

Carl E. Gibbs (left), president of Teamster Local 618 in St. Louis, Mo., and Dick Porterfield, assistant business agent, are shown with 10 office workers who shared more than $25,000 backpay awarded as a result of charges filed against Francis Chevrolet by the local union. Beneficiaries shown (left to right) are: Standing—Lucille Matlock, Katherine Fedderson, Hope Lawrence, Betty Reichman and Denise Shoop; Seated—Vicky Sue Cronin, Christine Deady, Barbara Forir, Joyce Knipmeyer and Martha Spritler.

Illinois Retiree Pens Note

Dear Bro. Fitzsimmons:

My many thanks to you, the International Union, Teamster Local 916 of Springfield, Ill., the Barker Lubin Ready Mix Co., and all my fellow members. It is a wonderful feeling to be able to retire on a Teamster pension. Thanks again for being a good, strong union.

Fraternally yours,
William R. Ratliff,
Greenview, Ill.

MISCELLANEOUS

Exxon Unit Wins Gains In Contract

Nine hundred members of Teamster Local 877 of Linden, N.J., working as production and maintenance men at Exxon's Bayway Refinery, have a new agreement calling for substantial wage gains and other benefit increases.

Russell M. Harris, Local 877 secretary-treasurer, said the 2-year contract reflected Teamster participation in national wage policy meetings with other unions in the industry, and for the first time includes a cost-of-living clause.

Other gains were made in safety and seniority language, including a leave of absence for union representatives without loss of seniority. Health and welfare gains were won also.

Harris said the membership ratified the contract by a 75 per cent majority. He expressed appreciation to the Eastern Conference of Teamsters for assistance in the negotiations.

● Three Wins

Teamster Local 512 of Jacksonville, Fla., has won three representation elections in recent weeks, according to James Wheeler, secretary-treasurer of the local union.

Wheeler said ballots conducted by the National Labor Relations Board resulted in wins at: Z Trucking & Forwarding, Fiat-Roosevelt, and Hertz Equipment Rental.

Fitz Gets Appreciation From Retiree

Dear Bro. Fitzsimmons:

A note to express my sincere appreciation to our union for the fine pension I am getting. I thank Teamster Local 734 of Chicago, Ill. I was a driver-salesman for Wards Baking Co., for 32 years, steward for 13 years and trustee for 8½ years. . . . To all members: Keep up the good work and keep our union strong; some day you may enjoy the same.

Fraternally yours,
Daniel Gulli, Sr.,
Las Vegas, Nev.

Woman Driver

Flanked by union officials is Mrs. Helen Bond, a member of Teamster Local 509 in Cayce, S.C., and the only woman construction truck driver working at the Savannah River Plant near Aiken, S.C. Mrs. Bond is qualified to drive equipment of five tons and over. On her left is George F. Kidd, chief steward on the job, and L. W. Speer, Local 509 business agent.

1969-1974

Overtime Hours-Pay Trends Charted by Labor Bureau

ONE of every five American workers puts in more than 40 hours a week on his principal job, yet only four of ten overtime workers collect premium pay for the extra work.

That's the nub of an article, "Trends in Overtime Hours and Pay, 1969-74," published recently in the Labor Department's *Monthly Labor Review*.

The article examines data for May for the years 1969 through 1974. In May 1974, persons working overtime included about 8 million white-collar, 6 million blue-collar, 1 million service, and a half million farm workers.

During the 1969-74 period, the overtime schedules of white-collar and service workers were less likely to be affected by changes in economic conditions than the schedules of blue-collar and farm workers.

According to the article:

—Men are almost three times more likely than women to work overtime.

—Premium pay is more usual for blue-collar than white-collar jobs, and the probability of receiving premium pay also is greater for younger than older workers.

—White men are more likely to work over 40 hours than blacks, but blacks are more likely to receive premium pay for their overtime hours.

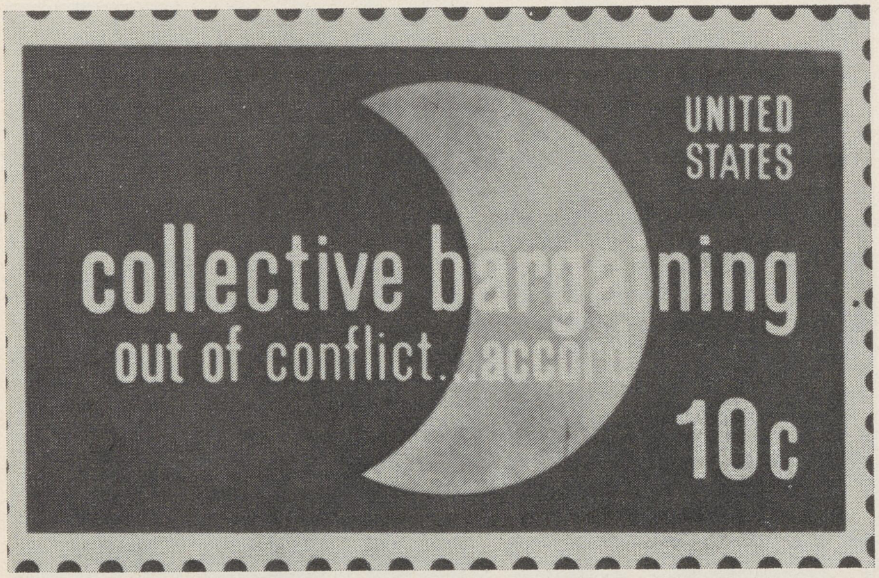
—About 24 per cent of the men and 13 per cent of the women on extended workweeks in May 1974 were union members. These workers were much more likely to receive premium pay than the average worker on overtime.

● Job Service

The U.S. Employment Service provides assistance to states in establishing and maintaining a system of more than 2,400 public employment offices throughout the nation.

MISCELLANEOUS

Bargaining Honored



This new 10-cent stamp honoring collective bargaining and the contributions it has made to the American economy was scheduled to go on sale at all U.S. Post Offices at mid-March.

By $55 Million

Employers Cheat Workers During Last Half of 1974

MORE than $55 million was found due to 218,286 workers illegally underpaid under federal wage and hour laws in the last six months of 1974, according to the Department of Labor.

During the same period, more than $27.8 million was recovered for 173,520 workers. The recovery money was about $4.5 million higher than the total sum recovered for almost 130,000 underpaid workers in the same period a year earlier.

Most underpayments resulted from violations of minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA).

FLSA minimum wage underpayments totaled $14,167,235 for 104,213 workers, and overtime underpayments totaled $21,790,510 for 113,370 workers.

Violations of the FLSA equal pay amendments resulted in about $14.9 million owed to 15,258 underpaid employees, most of them women. These amendments require equal pay for men and women doing substantially equal work in the same establishment.

Employers on federally funded or assisted contracts were found to owe over $1.7 million in prevailing wage and overtime rates to more than 7,000 employees.

A total of 950 older workers, discriminated against because of their ages, were found to be underpaid over $2.4 million. The Age Discrimination in Employment Act prohibits discrimination in employment against workers aged 40 through 64.

Refusal to Pay

The total number of workers with wages restored under the individual laws exceeds the actual total number of individuals counted under all laws because some workers were found to be underpaid in violation of two or more requirements.

The major reason for the difference between the total money found due to employees and the amount actually paid is employers' refusal to pay back wages in cases considered unsuitable for litigation by the Labor Department.

In such cases, any employee has the right to institute private and independent action for the recovery of back wages due. The substantial amounts of wages that employees recover in this way are not reflected in Department statistics.

Another reason for the difference is a statute of limitations which generally limits the time for which back wages can be recovered to the two years prior to the time the department filed a complaint against the employer.

The Wage and Hour Division conducts enforcement activities through the work of nearly 1,000 compliance officers, who investigate for compliance with wage and hour laws.

$15,000 Award

Members of Teamster Local 22 in Collinsville, Va., are shown with checks totaling $15,000 representing an arbitration award in a dispute over Christmas bonus checks with their employer, Virginia-Carolina Freight Lines. Receiving checks were: Earl Gilman, Harry Doss, Russell Mize, Douglas Cox, Robert McBride, Joseph Robertson, John Martin, Howard Stone, Donald Lankford, Michael Rodgers, Harry V. Stone, Winfred Compton and Donald Walker. Not present for the photo but also receiving checks were: Lewis Belcher, Timothy Carter, Sidney Dowling and Edgar Lawson. At right is Joseph L. Webb, secretary-treasurer of Local 22.

LEGISLATIVE REPORT

By Senator Clark

Legislation Proposed to Update SS

SOCIAL SECURITY protection is one area of primary concern in most American's lives. It provides protection against death to survivors, against disability to workers, and against old age to those reaching retirement age. Proposals to make the system more attuned to those it serves are varied and numerous.

One of the latest and most wide-ranging plans for updating the system came recently from Senator Dick Clark (D.-Iowa), who introduced a new reform package in the Senate.

The measure, entitled the Social Security Reform Act, represents "an attempt to combine in a single comprehensive proposal many of the various reforms needed to update and upgrade Social Security programs and procedures," Clark said.

Proposals contained in the measure include:

- Consolidation of the present Medicare hospitalization and medical programs into a single program covering virtually all health expenses for the elderly, including out-of-hospital prescription drugs.
- Extension of Medicare benefits to Supplemental Security Income (SSI) recipients and the disabled.
- Liberalization of eligibility requirements for disability benefits and extension of disability payments to persons with short-term disabilities, making the process of obtaining benefits quicker and qualification easier.
- An increase of SSI program benefit amounts to levels matching federal poverty-income guidelines.
- Establishment of the Social Security Administration as a fully independent federal agency, separate from the Department of Health, Education and Welfare.
- Extension of the wage base for the Social Security tax to include earnings up to $24,000 a year.

"The general thrust of these reforms is to provide greater health and financial security for retirees; more meaningful disability protection for younger workers; more realistic Supplemental Security Income benefits for the needy, and a more efficient funding and management structure," Clark said of the proposals.

The Senator proposed that general revenues be used to fund the medical benefit expansions called for in the bill.

Issue White Paper

Ex-Government Officials Defend Social Security

EIGHT former high government officials responsible for directing the Social Security system in recent years recently issued a "white paper" in defense of the program.

The three former commissioners of Social Security and five former chiefs of the Department of Health, Education and Welfare declared Social Security was in no financial danger.

In addition, the bi-partisan group said, Social Security continued to be a sound investment for workers who contribute to it.

The 4,500-word statement condemned what it called "attacks on the system designed to create doubts of its soundness and durability."

The statement said further that such criticisms are "a disservice to the nation (and) have no more foundation now than they had when first made nearly 40 years ago."

No specific attacks were cited in the white paper, although the reference plainly was to a number of newspaper and magazine articles that have appeared in the past 18 months.

"To the worker who is compelled to contribute from his earnings every payday," said the statement, "who is counting on these benefits for his security in retirement and for the protection of his family in the meantime —planting seeds of unwarranted doubt is a cruelty."

Signing the statement were five former Secretaries of Health, Education and Welfare, and the three surviving former Commissioners of Social Security.

The former Secretaries were: Elliot Richardson, John Gardner, Wilbur Cohen, Robert Finch and Arthur Flemming the former Commissioners —Robert Ball, William Mitchell and Charles Schottland.

The eight men agreed that the Social Security system probably will require some additional financing as benefits begin to outpace tax receipts, but they stressed that the size of the problem is easily manageable and "certainly does not constitute a financial crisis."

The white paper also took off on a second line of attack that has been pushed against Social Security—which is that it is not a good financial proposition for the younger worker who is paying much more in taxes than his predecessors in the labor force.

On that issue, the statement commented:

"This is not true. If we exclude speculative investments which can always yield some individual a windfall but can also yield a terrible loss, the individual under the Social Security system receives better value from the government than he could receive elsewhere.

"With the automatic escalation of workers' benefit rights as wages rise, and the automatic cost-of-living increase for those already on the benefit rolls, there is no question at all that the worker receives protection worth more than his total contributions with interest."

Stressing that Social Security provides insurance against defined hazards, including loss of income after retirement, the statement concluded:

"The ultimate question posed by current attacks on Social Security is whether the American people should continue to support contributory social insurance which is designed to prevent poverty from occurring, or should place basic reliance on measures to relieve poverty after it has become a fact. Necessary as relief programs are, most of us think them a poor second to prevention."

Agent Dies

John J. Passalaqua, representative for Teamster Joint Council 41 in Cleveland, O., for 23 years, died recently at the age of 65. Prior to assuming his post with the council, Passalaqua was a business agent for Teamster Local 407 in Cleveland. He was a member of the union for 43 years.

Priority Muddle

Administration Double-Talks National Health Insurance

PROPOSED national health insurance is hopping from burner to burner on the stove of needed legislation heating up in the kitchen of the Ford Administration.

Administration statements touching on the priority of national health insurance—supported avidly by the Teamsters Union—increasingly reflect a confusion in priority.

Furthermore, the confusion is compounded as government leaders reverse field in response to unhappy reaction expressed by Senators and Representatives.

An example is a remark made by President Ford during a news conference late in January. He opened the conference with the announcement that he would soon set in motion an energy conservation program.

In the question-and-answer session that followed, there was the following exchange:

QUESTION—"Mr. President, your fiscal austerity program, because of that, will you have to abandon plans for national health insurance?"

THE PRESIDENT—"Unfortunately, the 'no new program guideline' that I laid down does mean the deferral of any recommendation by me of a national health insurance program."

Hot smoke immediately wafted around Capitol Hill and some of it rolled down Pennsylvania Avenue toward the White House.

There was enough heat that a day later, Casper Weinberger, Secretary of Health, Education and Welfare, found it necessary to supplement the President's news conference remark.

Weinberger declared that President Ford would prefer the passage of a national health insurance program be delayed until 1976, but that the President would not necessarily veto a plan approved before then by Congress.

Weinberger's words may have been tempered by the fact that he was taking part in a health insurance debate sponsored by the American Enterprise Institute.

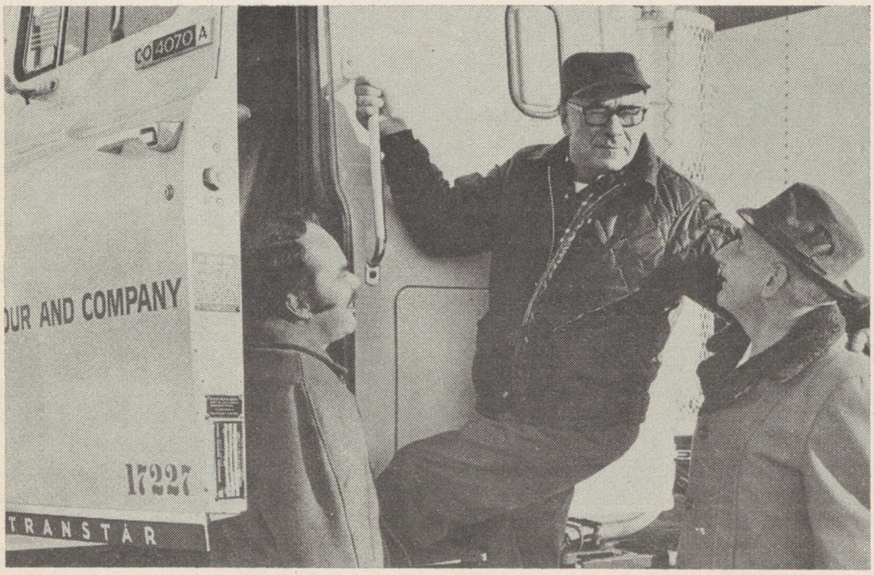
Contradiction

There was no getting around the fact, however, that Weinberger's assertion directly contradicted earlier Ford statements that the President would veto any new spending program approved this year—including national health insurance.

Democatic leaders in Congress have predicted that some form of national health insurance will be passed by both houses in session this year.

Following the mis-matched Ford-Weinberger statements, however, congressmen pushing the legislation began declaring that whatever health bill is sent to the White House will be "veto proof."

Last Trip



Shown climbing into his tractor for a last trip over-the-road is William Golbuff, a member of Teamster Local 828 of Mason City, Ia., who retired recently after driving two million miles without a chargeable accident over a 30-year period. With Golbuff are Fran Meier (left), steward, and Jim Manuel, distribution manager for Armour & Co.

With Distinction

Vern Cannon Retires after 20 Years Representing Labor

Vern Cannon, director of legislation and political education activities for California Teamster unions for more than two decades, has retired from the job.

Cannon began his Teamster career 37 years ago with dairy unions in the Los Angeles, Calif., area.

Vern Cannon

When he entered legislative activities, Cannon learned that an adept legislative representative needs many talents to be successful. Over the years, Vern molded and refined his legislative technique into an art form of sorts. After learning the ins-and-outs around the State capital, he patterned a unique approach toward getting his message across. It earned him the respect and attention of the legislators he dealt with, and above all, achieved results.

Benefitting most from this political prowess were the California Teamsters Cannon represented. Vern's union members and the legislators he visited recognized and appreciated his lobbying ability on organized labor's behalf.

In a recent article in *California Journal,* a highly regarded monthly publication reporting on state government and political matters, Sacramento's legislative advocates were rated.

Among the top 20 legislative advocates was none other than Vern Cannon, who ranked sixth. "No big deal," you might say, until you hear that there were 675 lobbyists eligible for the spot. The lobbyists were rated by the Senators and Assemblymen they dealt with in the halls of the State legislature. Their opinions are probably the most valid barometer of Cannon's skill possible.

California Journal described Cannon as "a sophisticated pro, not all over you, (who) doesn't go to the well too often," in its appraisal of his work. That's a pretty good plaudit for a working labor lobbyist.

Cannon has behind him a long and respected union career. His talents will be missed by both the California Teamsters and the legislators he so ably advised.

Anti-Unionism

Mayo Thompson, a member of the Federal Trade Commission, demanded recently that the American labor movement be fragmented by enactment of a new law that would prohibit a union from representing workers in more than one company. He also advocated subjecting unions to the anti-trust laws.

Woman Lawyer To Chair NLRB

Without a dissenting vote, the U.S. Senate confirmed the nomination of Betty S. Murphy as the newest member of the 5-member National Labor Relations Board.

Mrs. Murphy will fill the seat vacated by Edward B. Miller last December. President Ford planned to designate Mrs. Murphy as the new chairman of the Board.

Mrs. Murphy last year was named the first woman administrator of the Labor Department's Wage-Hour division. Prior to that, she was a member of a law firm in Washington, D.C.

Early in her career, Mrs. Murphy worked as a wire service reporter and was a member of The Newspaper Guild, making her the second former trade unionist to serve on the Labor Board in its history. The first was Sam Zagoria, also a Newspaper Guild member.

Pension Law Requirement Deferred

The Labor Department has extended the deadline date for filing certain reports required by the Employee Retirement Income Security Act of 1974 (ERISA).

Originally under ERISA, plan administrators were required to file detailed plan descriptions with the Secretary of Labor and distribute a summary plan description to plan participants and beneficiaries as well as to the Secretary by April 30, 1975.

August, 1975

The Labor Department extension sets the filing date back to August 31, 1975.

Officials said attempts to meet the reporting and disclosure requirements without adequate time would lead to inadequate and incomplete documents to the detriment of both participants and beneficiaries.

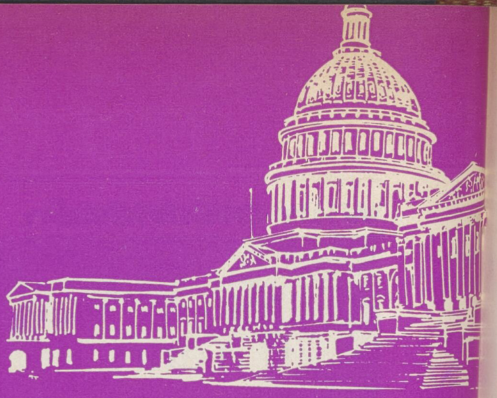
Illegal Aliens Infiltrate INS

Even the Immigration and Naturalization Service, it seems, isn't immune to the alien invasion. INS discovered two illegal aliens working in its national headquarters in March.

The two men were members of a cleaning crew hired by a company which had contracted to clean the Washington building each night. One man had worked there since December. The other wasn't as lucky. He had just been assigned to the duty when INS decided to conduct a routine check of the citizenship of the workers.

The men were natives of Nigeria and Ethiopia.

Legislation, Politics, Government



• ONE-PARTY IRAN

The Shah of Iran announced in early March that he was dissolving the country's 2-party political system. He decreed Iran a 1-party state for "at least the next two years." Since 1946, Iran has received more than $3 billion in American aid—nearly a third of the sum since 1969.

• FOREIGN INVESTMENT HEARING

Witnesses representing big business warned a Senate Banking Subcommittee that any regulation tending to deter foreign investments in the United States would invite retaliatory action by other countries. The committee was taking testimony on a bill to empower the President to restrict foreign investment in the U.S.

• DOCTORS RESIST GOVERNMENT

The American Medical Association is mounting a strong attack against government supervision. The AMA is challenging HEW rules requiring immediate review of physicians' hospital admissions under Medicare. Also, the AMA is threatening suits against government drug prescription regulations as well as a new law controlling local hospital construction and health services.

• BEEF STANDARDS REVISED

The Agriculture Department, ignoring concerted objections of consumers, announced it was putting in effect at mid-April its revised beef grading standards. Beef still will be classified as "prime," "choice," and "good," but the new rules will increase by about 20 per cent the amount of beef that will qualify as "choice."

• LIBERTY LOBBY BIRTHDAY

"Liberty Lobby," the extreme rightwing political organization, observed its 20th birthday at a convention attended by 300 people recently. Willis A. Carto, LL's national treasurer, said on the occasion: "What conservatives have been predicting for 40 years is finally coming true. The socialistic programs of the liberals have brought the country into uncontrolled inflation and to the brink of revolution in the streets."

• FILIBUSTER RULE CHANGED

The U.S. Senate finally changed its filibuster rule. From now on, only 60—instead of 67—Senators' votes will be needed to end a filibuster. Congressional observers say the change minimizes the threat of delay for tax reform, energy bills and a variety of other general economic proposals now before the Senate.

For Your Information

Social Concern Fades

Social responsibility is fading as a matter of corporate concern in the United States, according to the *Wall Street Journal.*

Companies have been increasingly postponing attention to social issues and concentrating instead on survival. A consulting firm specializing in social issues, for example, had to cancel a seminar keyed to the subject, "The Social Performance of American Business during the Next Decade." The reason: no more than 10 executives committed themselves to attend the seminar expected to draw 100.

American Management Association, meanwhile, has eliminated briefings on social issues from this year's schedule. Recent meetings have shown a total lack of interest. The publisher of a weekly newsletter for business says, "You don't hear much about social responsibility now."

Finally, *Business & Society*, a high-priced newsletter on the West Coast, has folded. It was started in 1968 to keep companies informed about social issues.

Researchers have determined that the average American, in his lifetime, consumes 10,000 pounds of meat, 14 tons of milk and cream, 9,000 pounds of wheat and 26 tons of water.

Bankruptcy Record

Bankruptcies are expected to total 235,000 this year, according to the National Foundation for Consumer Credit.

An estimated 90 per cent of all bankruptcies are personal while the remainder are corporate filings.

Bankruptcies in 1974 totaled 195,000. The previous high year was in 1967 when 207,00 filings were made.

The bankruptcy figure does not include the many near-bankrupt situations such as wage garnishees. It has been estimated that there are several million garnishees each year in the United States.

Baby Food Petition

A petition has been sent to the Food and Drug Administration urging it to require that labels list baby food ingredients by percentages and tell the age for which specific food is appropriate.

Signers of the petition include the Citizens Committee on Infant Nutrition, an organization associated with the Washington-based Center for Science in the Public Interest, and 58 congressmen.

In recent years, public scientists have been moving closer to proving that many commercial baby foods are expensive, deceptive and unnecessary.

Tax Fudgers

Tax fudging by corporations has taken a big leap, according to the Internal Revenue Service.

IRS tax examiners last year recommended a hefty 27 per cent increase in additional taxes and penalties on corporate returns. The total climbed to nearly $3.9 billion. On the average, the IRS recommended $29,023 per corporate return in additional taxes—up about 15 per cent from the previous year. Examiners checked about 10 per cent more corporate returns last year.

Even while the increase in corporate tax fudging was being discovered, IRS examiners were checking 25 per cent more individual returns. But the additional taxes and penalties they recommended on individual returns increased only 4 per cent to $1.17 billion.

Checkless Society

The banking industry is working overtime at trying to move its customers closer to the concept of a checkless society.

Several new wrinkles have appeared, all based on new processes in computerization. An example is the pay-bills-by-phone concept. Bank customers who open special accounts can call in their payments to cooperating merchants, utilities and other organizations through the banks—without writing a check or a negotiated order of withdrawal.

Pay-by-phone has been approved on a test basis by regulatory authorities in Minnesota and Connecticut.

Jupiter Water

Astronomers have determined that the atmosphere of the planet Jupiter has water.

The discovery fills what scientists have called a critical gap in understanding of the chemistry of the solar system. Jupiter's water discovery was made by instruments carried high into the earth's atmosphere and was defined as the first oxygen-bearing molecule identified in the outer planets.

Jupiter is nearly 500 million miles from earth.

Medicare Cards

Social Security Administration officials caution that metal or plastic cards sold by some manufacturers are no substitute for official Medicare cards.

People who have the protection of Medicare receive official Medicare cards from the Social Security Administration. Those having the cards are urged to show them whenever receiving services covered by Medicare.

Medicare helps pay the health care expenses of people 65 years of age and older, of disabled persons who have been entitled to Social Security disability benefits for 24 consecutive months or more, and for many people with chronic kidney disease.

An advertisement in *Travel & Leisure*, a monthly publication distributed to holders of American Express cards, starts with the eye-catching phrase, "The city where every 43rd person is a millionaire." The city is later identified as Boca Raton, Fla., population 40,000 —including 907 millionaires.

Consumer Resistance

Power consumers in western Maryland banded together recently to fight proposed rate increases by the Potomac Edison Power Co.

On a given Sunday, the consumers turned off all their light switches and electrical appliances for a 15-minute period. This, of course, played havoc with the power company's routing of power through substations.

Potomac Edison has been seeking a 22 per cent increase in electric rates. It has received two other rate hike approvals in the past four years.

Rubber Consumption

Industry experts believe the worldwide natural rubber consumption will climb 3 per cent this year to a record 7.72 billion pounds.

Potential world production is more than adequate to meet the demand.

Rubber consumption in the United States this year is expected to total 1.6 billion pounds, a slight increase of 2 per cent over the 1974 mark of 1.57 billion pounds.

Rubber prices are currently bouncing around the 30-cents-a-pound mark and are expected to average about 34 cents in 1975, the same as last year.

Auto Plate Prices

A recent survey discovered that 22 states impose a flat charge for auto tags while 24 others vary their fee by the weight of the vehicle.

Two other states determine the tag price by the vehicle's seating capacity, and two states set the cost according to horsepower.

Last year, 35 states issued multi-year tags (two to five years) and eight others are switching over this year. Only seven states still issue new licenses annually.

$1 Billion Air Loss

The world's scheduled international airlines lost a total of more than $1 billion in operating revenues during 1974.

Altogether, according to the International Air Transport Assn., airlines were down 3.2 per cent from the previous year with operating revenues totaling around $30 billion.

Falling tourism and increased fuel costs were cited as the major reasons for the drop in net revenue.

News Service Study

The Twentieth Century Fund has approved a 2-year study of the major wire services operating in the United States to try and determine their impact on news published and broadcast.

Particularly, the $127,700 study will examine the influence that the two major news-gathering agencies —The Associated Press and United Press International —have on the daily flow of news.

Nearly every daily newspaper and radio and television stations in the land use wire service material in their news distribution.

Matchproof Safety

The Consumer Product Safety Commission (CPSC) is developing standards aimed at making matchbooks safer.

Proposals developed so far would require matchbook manufacturers to eliminate tear-off coupons from matchbooks and devote one-eighth of the space on a book to safety warnings. Also, it is proposed that matches be treated so the burning time is cut from 30 to 15 seconds in a manner that the flame would burn down only one-half inch from the top of the match.

Finally, the CPSC would require that the striking surface on all matchbooks be moved from the front or opening flap to the back of the matchbook.

If and when they are adopted, the regulations would cover an estimated $100 million worth of matchbooks purchased each year.

Top Hat History

The fancy top hat—the shiny, cylindrical flat-topped headgear now worn only by diplomats and high society snobs—was first produced in 1787.

John Heatherington, a London hatter, created the hat and when he first strolled down the Strand with one on his head, bystanders thought he was daft and created the expression, "mad as a hatter."

Small boys jeered at Heatherington's hat and adults called it bad taste, but the high-crowned hat caught on with the faddists and eventually became synonymous with elegance.

Odometer Violations

The Transportation Department said recently that a federal law intended to prevent tampering with car odometers is being widely violated.

A survey conducted for DOT discovered that less than half the nation's used car dealers are complying with the law which requires them to provide car buyers with a statement certifying the vehicle's mileage.

While the law provides no criminal penalties, it does allow consumers to sue violators for up to $1,500 in damages.

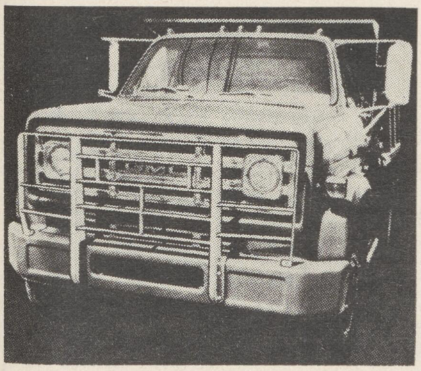
The Navy has developed a new computer component called the "crosstie memory," with which a million bits of information can be stored in a square inch of thin magnetic film.

WHAT'S NEW

STARTING ETHER
9001737
DANGER

Ether Starting Kit

A new ether starting kit for diesel engines sprays ether directly into the engine intake manifold for better starts on cold or wet days reports its manufacturer.

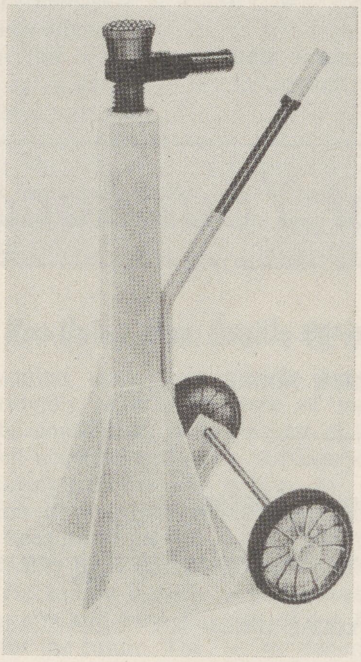


Crash Guard

A crash guard designed to avoid or alleviate damage from impact has been marketed. The protective features of the guard are based on over 55 years of experience in design of safety equipment, reports the manufacturer.

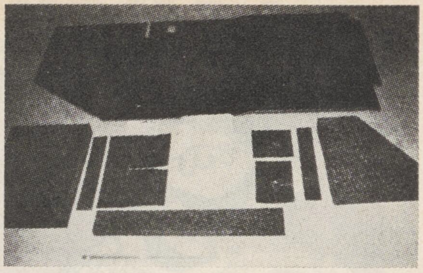
Auto Coffee Maker

An auto coffee maker which brews 3-4 cups of coffee (tea or other hot beverages) within 15-20 minutes while driving has been introduced. Just plug into the auto cigarette lighter socket (12-Volt batteries only) while the motor is running. The transparent bottle made of poly-carbonate resin makes the contents easily visible. The thermo-paint in red on the base changes to black when the coffee comes to a boil and is ready for serving.



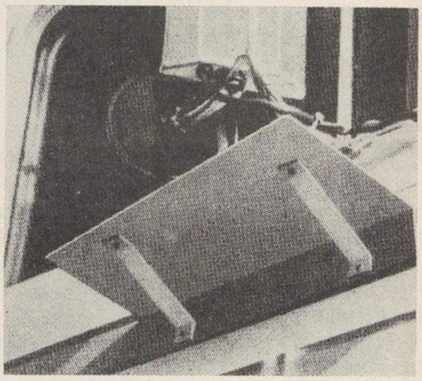
Stabilizing Jack

A new line of trailer stabilizing jacks with a "hand-truck" type wheel assembly is now available. The jacks are designed to protect against tilting in a trailer disengaged from its tractor and to support open-end trailers with extra-heavy loads.



Quiet Kits

Quiet Kits, a set of acoustic treatment parts engineered and fabricated to retrofit trucks to reduce in-cab noise to comply with new Bureau of Motor Carrier Safety regulations, which restrict maximum noise levels to 90 d(B)A, have been announced. The manufacturer says it has kits for various models, depending on the amount of noise needed to be sealed out.



Mirror Shield

This mirror shield, invented by a truck driver, is said to keep side mirrors and windows free of dirt and spray from front wheels. It is made of rust-resistant aircraft aluminum and can be painted to match the vehicle color.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Hard Times

Mike to Pat: "I've got so many troubles, if anything bad happens today, it will be at least two weeks before I can worry about it."

One For The Road

Truck Driver: "We are now passing the largest brewery in the United States."

New Helper: "Why?"

Story With A Plot

A missionary saw a Chinese strewing rice over the graves of his ancestors, and said, "When do you expect your departed ones to come back and eat this rice?"

The Chinese replied, "At about the same time your ancestors come back to smell your flowers."

He Didn't Have A Prayer

An exasperated salesman abandoned his car in a no parking zone with this note: "I've circled this block 20 times. I have an appointment and must keep it or lose my job. Forgive us our trespasses." Upon returning he found a parking ticket and this note: "I've circled this block 20 years. If I don't give you a ticket, I'll lose my job. Lead us not into temptation."

Some Nutty Cows!

The farmer's son was home from college and told his father that scientists had been able to get a milk-like substance from peanuts. "Well," replied his pa, "all I kin say is . . . they must use a mighty low stool!"

A Piece Offering

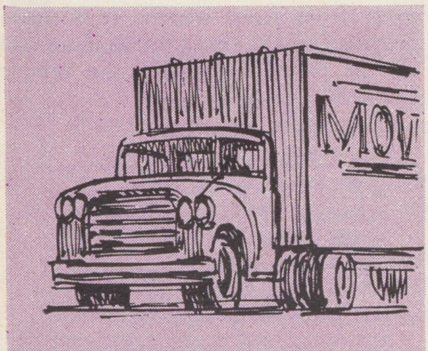
A tightwad visited a gift shop to find an inexpensive gift for a business associate, but he found everything too expensive until he spotted a vase which had been broken. He bought it for practically nothing and asked the store to send it, assuming his friend would think it had been broken in transit. In a few days he received an acknowledgment, "Many thanks for the vase," it read, "and it was so thoughtful of you to wrap each piece separately."

Smart Kid

After knocking on the door for some time, the salesman said to the little boy standing nearby, "I thought you said your mother was home, Sonny."

"I did," admitted the boy, "but she doesn't live here."

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME..

NEW ADDRESS..

....
City State Zip Code

OLD ADDRESS..

....
City State Zip Code

LOCAL UNION NO...

LEDGER NO...
(If unknown—check with Local Union)

NAME OF EMPLOYER...

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

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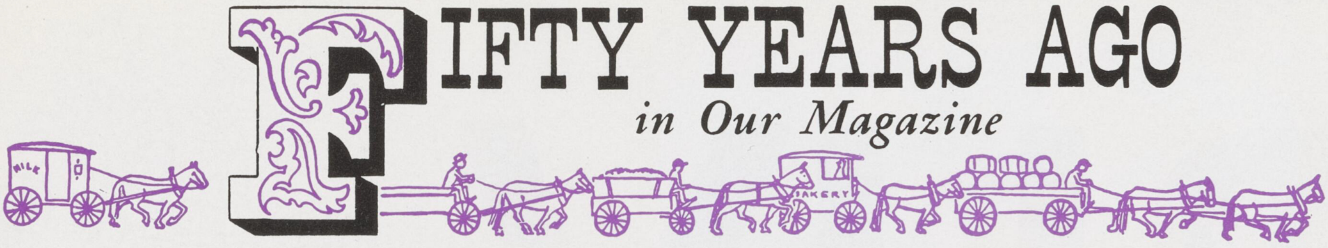
in Our Magazine



VOL. XXII ***(From the April 1925 issue of the TEAMSTER)*** **Number 5**

Bosses Have Label To Confuse Public

Washington — A combination of anti-union garment manufacturers and former convict-labor contractors have organized the international association of garment manufacturers and are attempting to exploit the agitation for the trade union label and against prison labor. The association has a label with this inscription: "Made by free labor. I. A. G. M. Not by prisoners." This label is placed on shirts and overalls handled by members of the association.

The label is not registered and is not indorsed by organized labor. It does not bear the label of the allied printing trades, and it can be secured by any manufacturer who is permitted to make his own regulations, working conditions and wage standards.

Greater Production With Fewer Workers

New York—Last year's output of 109 industries in this country increased 52 per cent over 1921, while the number of wage workers increased 32 per cent. This statement is included in estimates issued by the National City Bank and are based on an analysis of the 1923 census returns.

On the returns of these 109 industries it is estimated that manufactures turned out by the factories of the United States in 1923 seem likely to aggregate $60,000,000,000, or 2½ times as much as in 1914, 5 times as much as in 1900, and 10 times as much as in 1880.

Everybody Rides

Mother Shipton's prophecy, made in 1641, "Carriages without horses shall go," has truly been fulfilled to all of the people of the United States, for there is one motor vehicle for every 6.4 persons, one passenger car for every 7.3 persons and one motor truck for every 69 persons.

Thus everybody rides. Those who have no car, have friends who do, and now and then they get an invitation for a ride.

Motor vehicle registrations in the United States reached a total of 17,591,981 at the end of 1924, according to an announcement from the Federal bureau of public roads.

There was a net gain of 2,501,045 cars registered last year and gross receipts from license fees were $225,492,000.

In view of these facts, it is little wonder that interurban lines are complaining about decreasing revenue and steam roads are removing local trains at such a rate as to handicap seriously the mail service of small communities.

The time will come when the Government will no longer be able to serve its postal patrons efficiently by dispatching mail exclusively by rail.

It is becoming more apparent that first-class highways are essential to the life of every community and how to get them built well and at the lowest cost, for business and pleasure riding both, deserves the best thought of men in public office.

Non-Union Man Unable to Initiate

The non-union man, considered individually, as he must necessarily be considered, is a nonentity—an absolute zero—as far as securing better conditions for himself or others is concerned. Because of his isolated individuality he is unable to initiate. He simply accepts what is given him and trusts in Providence for the future. The only time he gets any extras in life's battle is when the union is on strike. Then he comes from somewhere—no one except strike-breaking agencies seems to know where—takes the place of the union man, gets the union wages and hours, and receives all the benefits the union is battling for—with his meals, bed and washing usually thrown in. He is the cause of much solicitude on the part of the employer. He is surrounded by cordons of police to protect him, is warned against associating with or communicating with the strikers, and every protection is guaranteed him in the exercise of his freedom of action as an American citizen—particularly if he has been imported or secretly smuggled into the country.

This lasts while the strike is on. When the strike is over, successful or not, as the case may be, the union man is engaged again, and the strikebreaker or non-union man returns to his level—the cheaper shop, the lower wages.

Employers Who Hike Wages Boycotted

Washington—Leading building contractors and construction financiers in the nation's capital have combined to block wage increases.

Any subcontractor who grants wage increases can not secure loans.

Investigation by committees of the recent Congress revealed that the reason for high rents in this city is the pyramiding of mortgages.

A Senate committee discovered that 33 apartments were mortgaged for an aggregate of $9,000,000 more than their sales price. Figures in other cases showed fictitious mortgages encumbered property from 13 to as high as 307 per cent above their sales price.

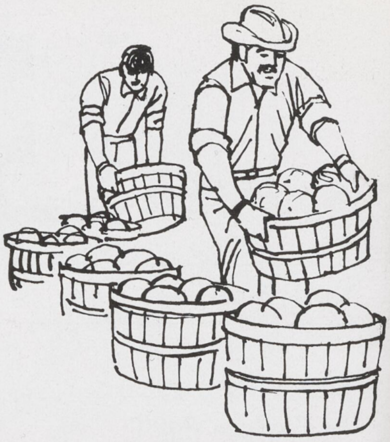
Dollar's Purchasing Power Is Test of Worth

To the person that can not understand that money changes, and that a thousand dollars today is apt to be very different from a thousand dollars last year, or next year, the postman's argument that he is poorer now than he was in 1913 seems unreasonable.

"He got $1,200 in 1913," they say, "and has since been raised 50 per cent, getting $1,800 today. Surely he ought to be satisfied." But money has changed in purchasing power so that $1,800 today is worth only 1,044 "pre-war dollars."

If this is true then the postman really hasn't $600 a year more than he had in 1913, except on paper. On the contrary, in actual purchasing power he has $166 less.

Support the Nation's Farm Workers



BUY Lettuce

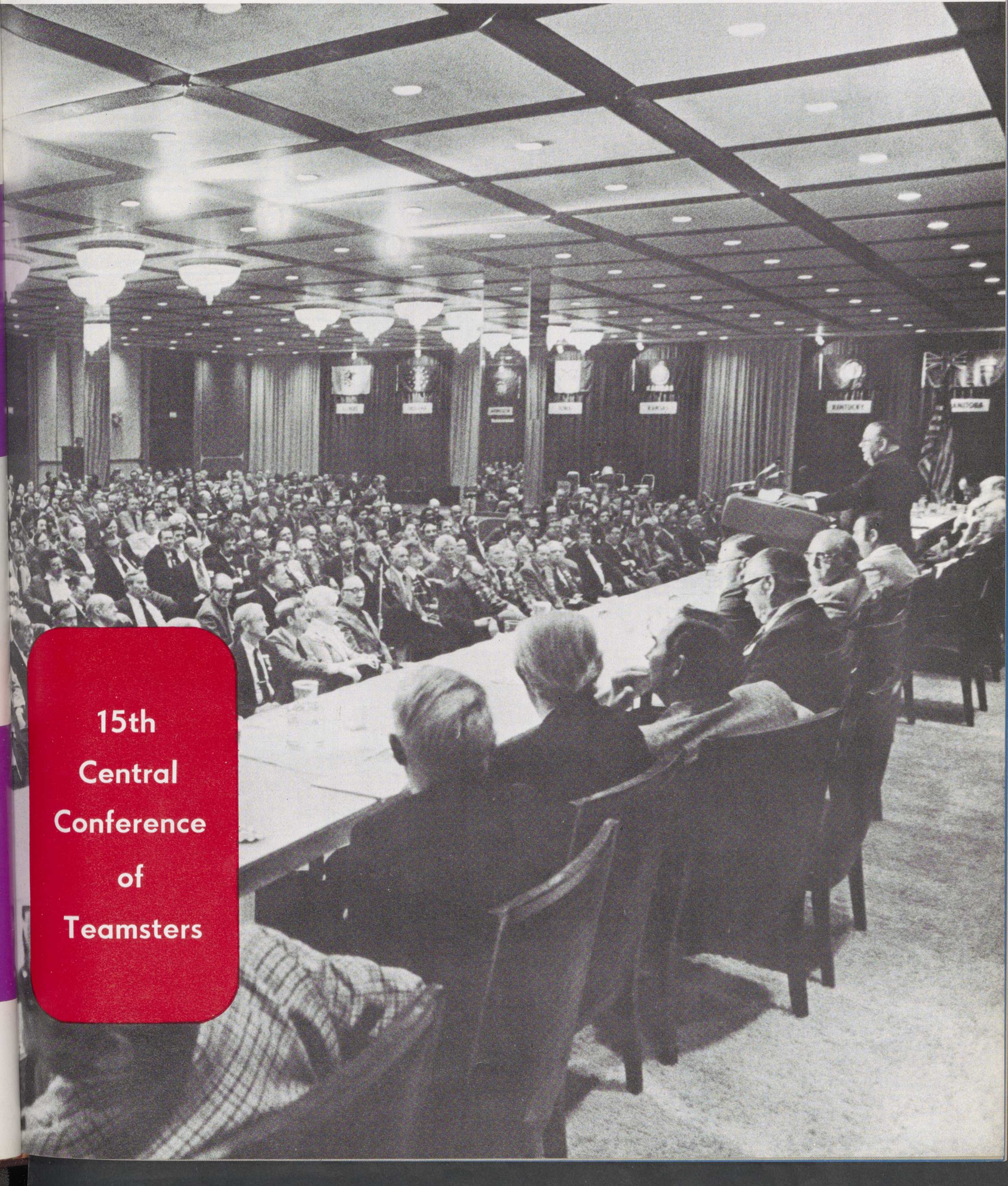
BUY Grapes

Support Legislation to Bring Farm Workers Under the National Labor Relations Act

THE INTERNATIONAL

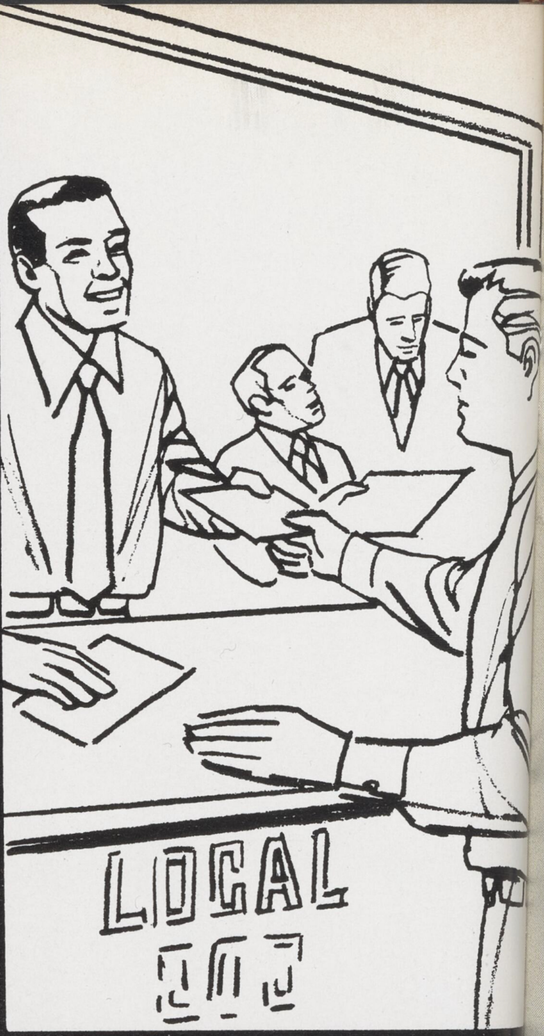
Teamster

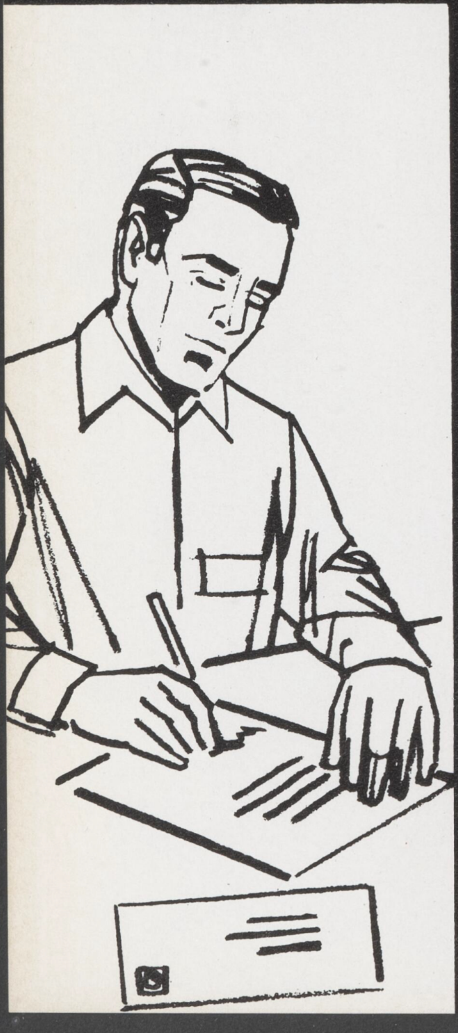
DEDICATED TO SERVICE MAY 1975


KENTUCKY
MANITOBA

15th Central Conference of Teamsters

Get a Withdrawal Card From Your Local Union When Leaving the Craft





When You Move Notify Your Local Union of Your New Address

LABOR NEWS IN THE HEADLINES

MONTREAL

The Quebec Minimum Wage Commission has received a recommendation that the minimum wage law be amended to provide stiffer fines for violations, also an insurance fund to guarantee payment to workers who have been cheated by employers. It has become apparent that employers now find it cheaper to pay fines of $25 to $200 than to abide by the law as it now stands.

WASHINGTON, D.C.

Thomas Bomar, chairman of the Federal Home Loan Bank Board, made a plea recently to savings and loan associations. He urged them to hold off foreclosing on home loans of the jobless, asking them to adopt a policy of "extending leniency in repayment."

UNDATED

A study by the National Health Survey came to the conclusion that women workers have more than twice as many headaches as men. On the other hand, men cannot hear high-pitched sounds half as well as can women.

PLEASANTVILLE, N.J.

Striking policemen stopped every truck coming into town—but not to give tickets to the drivers. They asked the drivers to not make any local deliveries in support of a union demand for a pay increase that had been turned down by the city fathers. An estimated 98 per cent of the truck drivers supported the novel picketline.

UNDATED

The Department of Labor estimates that during 1975 the unemployment compensation will run out for an estimated 1.5 million Americans. Jobless benefit checks halt after 52 weeks. Congress has been considering a 13-week extension.

WASHINGTON, D.C.

An article in a quarterly journal published by the National Council on Aging says that older workers—people 55 years of age and older—are becoming more and more discouraged by the shrinking job market. Large numbers of oldsters are dropping out of the work force altogether.

NEW YORK CITY

Old-time unionists familiar with the anti-union stance of the American Medical Association (AMA) could hardly believe what happened recently when 3,000 resident doctors and interns went on strike at 22 hospitals in New York City. The AMA endorsed the strike but somersaulted on the reason, calling the walkout a "strike for better patient care."

OTTAWA

Canada's minimum wage is scheduled to move up to $2.60 an hour beginning June 1st—a 40-cent increase. Unlike the minimum wage in the United States, which applies to workers in most industries, the Canadian federal minimum wage covers only workers under federal jurisdiction.

WASHINGTON, D.C.

The Federal Mediation and Conciliation Service has established an Office of Technical Services (OTS) as a third-party mediator to make a dent in what is often referred to as "walls of misunderstanding" between negotiators.

WASHINGTON, D.C.

Wage settlements last year almost doubled those in 1973, according to the Labor Department, but did not keep pace with inflation. Meanwhile, the 5,900 strikes in 1974 was the highest ever recorded in a year by the department.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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Central Conference of Teamsters Meets 5
Hears top speakers including Labor Secretary

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One Tax Loophole That's Invisible To Naked Eye

Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave. N. W., Washington, D. C. 20001.

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FROM THE FIELD

LONG-TIME TEAMSTER RETIRES IN WEST

Harry O'Donnell, a member of the Teamsters Union since 1929, retired recently in California. O'Donnell first joined Local 335 in Kansas City, Mo., where he worked as a bakery driver. Later, O'Donnell moved to San Jose, Calif., where he became one of the first members of Local 296. O'Donnell became vice president and business agent of Local 296 in 1960 and served in those jobs until retirement.

MEMBER'S SON GETS FELLOWSHIP

John P. Weyant, son of John Weyant, a member of Teamster Local 701 in North Brunswick, N.J., recently was awarded a post-doctoral energy-related fellowship by the National Science Foundation and will do his study at Harvard University.

SAFETY RECOGNITION FOR FOUR DRIVERS

Four members of Teamster Local 549 in Kingsport, Tenn., received safety awards recently from their employer, Mason & Dixon Lines, Inc., for accident-free records. The drivers were J. T. Hamblen, William Jessee, Tom Mellons and Hershel Fields.

DETROIT LEADERS TAKE RETIREMENT

Two long-time Teamster leaders in Detroit, Mich., have decided to retire after years of service to the membership. They are Steve Schultz, bowing out as president of Teamster Local 283, and George Strandloff, retiring from the post of secretary-treasurer of Teamster Local 247.

Schultz, a member of the union for 38 years, served his local union as president for 28 years. He was a specialist in the tank truck industry.

Strandloff, 40 years a Teamster, served as secretary-treasurer of his local union for 24 years.

VERMONT PRESIDENT TAKEN BY DEATH

Robert Heath, long-time president of Teamster Local 597 in Barre, Vt., died recently after a heart attack. Heath was elected president of the local union in 1949 and served continuously in that office until his death.

TEAMSTER OFFICIALS RETIRING IN WEST

Among Teamster officials retiring in the west recently were: Raymond Burditt, business representative for Teamster Local 890 in Salinas, Calif., and Joseph Mihalow, an organizer for the Western Conference of Teamsters.

CALIFORNIA LOCAL CHANGES ADDRESS

Jack Marcotti, secretary-treasurer of Teamster Local 576 in San Jose, Calif., said the local union's headquarters has been moved to 111 W. St. John St., Suite 1022 in San Jose. Regular union meetings will continue to be held at the General Teamsters Hall, according to Marcotti.

HEART ATTACK FELLS OFFICER

Wilbur G. Willinger, vice president of Teamster Local 557 of Baltimore, Md., died recently following a heart attack. The 51-year-old Willinger had been a member of the union nearly 30 years and an officer for more than five years. He won several safe driving awards as a driver for Johnson Motor Lines.

MEMBER'S SON CITED FOR LIFE-SAVING ACT

Twelve-year-old Chester L. Britt, son of a member of Teamster Local 208 in Los Angeles, Calif., recently received a medal of merit of the national court of honor from the Boy Scouts of America.

Young Britt received the award for saving the life of an infant boy a year ago by applying knowledge learned in scouting. The incident occurred when a neighbor, Mrs. Anthony Dalbis, was feeding and burping her 3-week-old son when the baby suddenly stopped breathing and went limp.

The mother panicked and ran outside the house screaming for help. As young Britt's mother was telephoning for aid, the boy rushed next door. He started giving the baby mouth-to-mouth resuscitation which the mother had tried, but not being trained had done ineffectively.

The Teamster son fortunately had just completed a course in first aid and knew the technique. The baby revived before the rescue squad arrived on the scene.

RETIRING LOCAL PREXY 'ROASTED' BY FRIENDS

Friends and co-workers of Joe Wheeler, who recently retired as president of Teamster Local 36 in San Diego, Calif., held a luncheon to commemorate his 42 years in the labor movement—starting off with a "roasting."

Leonard Bell, retired as fire chief of San Diego, acted as master of ceremonies and pointed out that every newspaper in town had sent a reporter "to make sure Wheeler is leaving."

Bell relented then by saying: "Wheeler is a good guy, a handsome guy with wavy gray hair. Actually, his hair is straight. It's his head that's wavy because of all the negotiations he's gone through."

Bell said it had been planned to provide a visual biography of Wheeler's life but so much had to be screened out it would be too short.

When the kidding was finished, numerous speakers arose and delivered vocal tributes to the retiring Teamster's skill as a labor leader who was "tough but fair" throughout his career.

Wheeler received a plaque in memory of the occasion.

OBSERVATIONS OF THE GENERAL PRESIDENT

FOR THE past several years, there has been a move afoot to deregulate the transportation system of this country. This means that if the proposal is ever enacted into law, trucks—for example—will operate on the most lucrative routes and in the most profitable markets, and the rest of the nation will go begging for this vital part of our transportation system.

President Ford, acting I am sure on the advice of uninformed colleagues in the Administration, is proposing deregulation as a method to bring down the cost to shippers and, subsequently, to consumers. On the surface, it sounds like an attractive idea. But, it ignores the facts.

No government in modern history has been able to avoid involvement in transportation policy. The reason is simple. Quality and availability of transportation determines whether or not non-transportation businesses can operate and compete effectively.

It is because of regulation that all areas of the country have truck service, requiring that truckers serve everyone, not just those living on the most lucrative routes.

Without such service, businesses and people would be forced to congregate into congested areas served by deregulated truckers.

The economic theorists have expressed their willingness to reduce the number of trucking firms, believing this is an acceptable price of deregulation. So we find these theorists advocating more competition as a damper on rising costs on the one hand, and on the other pushing deregulation which will stifle competition.

Looking a bit further, without regulation transportation chaos will finally result in government ownership or nationalization of transportation facilities. A look at foreign countries which have tried this should be warning enough.

The fact is that the genius of this country has developed a highly effective system of transportation based on private ownership properly regulated, and at far less cost to the taxpayer than any system of public ownership.

We can admit that some rules and regulations of the Interstate Commerce Commission need updating. For example, the system of gateways is a deterrent to efficiency, productivity, and fuel conservation.

We in the Teamsters will gladly work with government in updating outdated rules and regulations. We will work to make trucking even more efficient than it is.

But, we are unalterably opposed to the cut-throat competition which will result through deregulation. Our members in transportation cannot stand the economic impact, and the nation cannot stand the concentration of transportation in a few metropolitan areas.

Frank E. Fitzsimmons

Central Conference of Teamsters Meets

Delegates to the 15th meeting of the Central Conference of Teamsters reelected the incumbent conference policy committee. General Secretary Treasurer Murray W. Miller (4th from left) administered the oath of office. Policy committee members are, left to right, IBT Vice President Harold Gibbons; IBT Trustee Louis Peick; IBT Vice President Robert Holmes; General President Frank E. Fitzsimmons; IBT Vice President Ray Schoessling; IBT Vice President William Presser; and IBT Vice President Roy Williams. Fitzsimmons is policy committee chairman. Schoessling is policy committee secretary-treasurer and conference director.

CENTRAL CONFERENCE OF TEAMSTERS
OF AMERICA

MAKING the union work for the membership in times of economic recession evolved as the theme of the 15th Central Conference of Teamsters held April 10-15, 1975, in Chicago.

Union and government spokesmen zeroed in on this theme at conference meetings.

Speakers included Teamster General President Frank E. Fitzsimmons; Teamster General Secretary-Treasurer Murray W. Miller; IBT Vice President and Central Conference Director Ray Schoessling; Secretary of Labor John Dunlop; and Assistant Secretary of Labor for Occupational Safety and Health John Stender.

Conference delegates unanimously reelected their incumbent policy committee:

Frank Fitzsimmons, chairman; Ray Schoessling, secretary-treasurer; and members Roy Williams, Robert Holmes, William Presser, Harold Gibbons and Louis Peick.

General President Fitzsimmons gave his stamp of approval to Conference performance since its last meeting by reappointing Schoessling conference director for the next four years.

Leadership preference of the Conference delegates was expressed in a resolution unanimously adopted which calls for the reelection of General President Fitzsimmons and General Secretary-Treasurer Miller by delegates to the International Union convention to be held in June, 1976.

All resolutions adopted by Conference delegates are published on following pages of this issue of *The International Teamster*.

More than 900 delegates, alternates and guests registered for the conference meeting. They met in general sessions Monday and Thursday and in trade division meetings on Tuesday and Wednesday.

Old-time union leaders could not remember when Conference meetings were better attended or when attention was greater.

One of the most popular meetings was devoted to exploring ramifications of the newly passed Pension Security Act.

Officers of local unions filled the meeting hall to probe labor department officials and pension experts about how the new law will affect membership pension credits and benefits.

Because regulations to administer the new law have not been completely promulgated, Conference Director Schoessling announced that he will call another pension meeting in Chicago when more is known about the new law.

Safety and Health

Another popular meeting was devoted to safety and health on the job site. Assistant Secretary of Labor Stender and IBT Safety and Health Director R. V. Durham spoke to delegates on making the job site more safe and healthy.

Both Fitzsimmons and Miller reported on the stewardship of the International Union.

A summary of their remarks appears on following pages.

Farm Workers

Because of its national implications, a report on Teamster efforts to organize farm workers was given by Western Conference Agricultural Division Head Ralph Cotner. A report on developments in this area is found in this issue of *The International Teamster.*

VP's Attend

Conference sessions were attended by 13 of the 15 vice presidents on the IBT general executive board. In attendance were: George Mock, Sacramento, Calif.; Harold Gibbons, St. Louis, Mo.; Robert Holmes, Detroit, Mich.; Ray Schoessling, Chicago, Ill.; William Presser, Cleveland, Ohio; William McCarthy, Boston, Mass.; Edward Nangle, Reading, Pa.; Roy Williams, Kansas City, Mo.; Joseph Morgan, Dallas, Tex.; Edward Lawson, Vancouver, B.C., Canada; Weldon Mathis, Washington, D.C.; Arnie Weinmeister, Seattle, Wash.; and M. E. Anderson, Burlingame, Calif.

Eastern Conference Director Joseph Trerotola and IBT Vice President Sam Provenzano, of New Jersey, were unable to attend because of membership meetings.

Morgan and Anderson are Conference directors—Morgan of the Southern Conference, and Anderson of the Western Conference.

Central Conference Resolutions

(Editor's Note: Delegates to the 15th Central Conference of Teamsters addressed themselves to union and membership problems in several resolutions which follow directly below:)

Resolution on Regulation

WHEREAS, interests antagonistic to the proper administration, health and safety in the trucking industry and employees have proposed to Congress that the trucking industry be exempted from the appropriate supervision and control by regulatory agencies and,

WHEREAS, all responsible citizens are opposed to this attempt to adversely affect the health, safety and working conditions of the men and women we represent.

THEREFORE, BE IT RESOLVED by the Central Conference of Teamsters in meeting assembled on April 10, 1975, that it is opposed to the selfish and ill-conceived attempts to exempt the trucking industry from appropriate regulations and that the sense of this resolution be sent to each member of Congress.

Resolution on Farm Workers

WHEREAS, the efforts of the Western Conference of Teamsters and the International Union to bring strong unionism to the farm workers are highly commended and,

WHEREAS, this effort is continuing and needs the active support of our locals and membership, specifically in the fight against the boycott efforts of Cesar Chavez and his followers,

THEREFORE, BE IT RESOLVED, that this Conference go on record to commend the International Union's efforts to organize the farm workers and we pledge our continuing support of the Western Conference of Teamsters and its' efforts on behalf of farm workers.

THEREFORE, BE IT FINALLY RESOLVED, that we urge the Congress of the United States to place farm workers under the protections of the National Labor Relations Act, as it is with other workers.

Resolution on A&P

WHEREAS, the current financial difficulties of the A & P Food Company are resulting in the widespread closing of stores and warehouses of the company in various parts of the country, and,

WHEREAS, this has resulted in large layoffs of our members employed by the A & P with no assurance of rehiring if these facilities are reopened in the future.

THEREFORE, BE IT RESOLVED at the 15th meeting of the Central Conference of Teamsters to demand that the A & P grant immediate assurance to its laid-off people that upon any reopening of closed facilities, the company will give preferential hiring rights to its laid-off employees by seniority.

THEREFORE, BE IT FINALLY RESOLVED, that the Conference urge the International Union to give full support to obtain this concession from the A & P.

Resolution on Unemployment

WHEREAS, approximately 10% of our work force is currently unemployed nationally, and

WHEREAS, unemployment is much higher among minority groups and among our young people, 65% of black teenagers are unemployed and the figure for unemployment among white youths is now 25% unemployed, and

WHEREAS, neither the Administration nor Congress has put forth any program to lessen the amount of unemployment that shows any promise of success: tax cuts and made work are not solutions to the need for constructive work at union wages, and

WHEREAS, there is every reason to expect that present policy of the Administration and the Congress will result in continued high levels of unemployment through 1975 and well into 1976.

THEREFORE, Joint Council No. 13 urges the Central Conference of Teamsters to go on record favoring the following program to ease the burden of unemployment and to bring back full employment as rapidly as possible.

"1. Modernize the present federal and state system of unemployment insurance by:
   (a) extending the length of time benefits are paid to cover the worker's total period of unemployment,

(b) increasing the size of the benefit paid to at least 90% of the state's average weekly industrial wage.

"2. Congress should appropriate necessary funds to start a vast program of public works to put the unemployed back to work at union rates on the building of hospitals, public housing, schools, parks, sewerage disposal plants, mass transit equipment and other projects which will reduce the backlog of the unmet needs of our nation.

"3. Congress should create a government corporation to provide loans to finance the building of private homes at an interest rate of 5 to 5½%. Housing starts are at their lowest point in over a decade. Providing loans at a reasonable rate of interest can triple and perhaps quadruple the number of new housing starts almost immediately. A flourishing industry will have a strong and immediate effect on industries which produce stoves, refrigerators, automatic washers, all big ticket items as well as soft lines, such as carpets, drapes, etc.

"4. Congress should appropriate necessary funds to immediately provide a million jobs in the public sector. In periods of widespread unemployment, we insist the government be the employer of last resort.

"Only through these programs can we directly attack the problem of unemployment with any hope of success."

Resolution on Safety

For the purpose of establishing safe and healthful working conditions for drivers hauling hazardous materials in bulk.

WHEREAS, the purpose of OSHA is to assure every working man and woman safe and healthful working conditions, and

WHEREAS, drivers employed by common, contract and private carriers are now required to load hazardous products and materials, such as acids, gasoline, flammable gases and fuel oils, dangerous chemicals and solutions thereof, and anhydrous ammonia, and to load at unattended loading docks, and

WHEREAS, this loading is being performed for companies other than the drivers' employers, and

WHEREAS, drivers have been killed, injured or maimed by explosion, fire and accidents on these docks, and

WHEREAS, this could be avoided if the shippers and suppliers of these dangerous products were required to load their own products with their own personnel who could be trained and equipped for the job, and

WHEREAS, there is no one on duty in these terminals to help a driver if he should become sick or injured while loading these products,

THEREFORE, BE IT RESOLVED, that the Central Conference of Teamsters endorse the principle that drivers shall not be required to load the dangerous products herein referred to, and that the International Brotherhood of Teamsters through their political arm, DRIVE, sponsor legislation that would prohibit the loading of these products by the drivers, and that the suppliers or shippers be required to furnish the necesary personnel to perform this technical and hazardous job in a safe and effective manner; and by so doing protect our Teamster members from this additional hazardous condition of work, and therefore, creating a safe and healthful condition of employment for all concerned.

AND, BE IT FURTHER RESOLVED, that our International DRIVE petition OSHA—whose sole purpose is to protect the Health and Safety of the American worker—to join with them in this important and badly needed legislation.

Robert Dachman, of the Little City Foundation for retarded children (right) is shown at CCT meeting, presenting plaque to Teamster General President Frank E. Fitzsimmons and CCT Director Ray Schoessling, in honor of the support the Conference has given to Little City.

CENTRAL
AMERICA
RENCE
TERS
Little City Foundation
Central Conference of Teamsters

Resolution on Retirees

WHEREAS, the Teamster men and women who have retired from our ranks represent a human resource of incalculable strength; and

WHEREAS, to allow the experience and devotion of these thousands of retirees to drift away from the "Teamster Family" becomes a disservice to them and ourselves,

THEREFORE, BE IT RESOLVED, that the Central Conference of Teamsters take reasonable and positive action to encourage the establishment of Teamster Retiree Organizations as a vehicle for giving additional meaning to the life of the retirees, while simultaneously, through them expanding the role of the Teamsters Union in the social, economic and political affairs of our communities.

Resolution on Education

WHEREAS, no man's knowledge normally goes beyond his experience; and

WHEREAS, the duties and obligations of Teamster officials in representing the best interests of their members no longer allows the time to gain necessary knowledge through experience alone;

THEREFORE, BE IT RESOLVED, that the Central Conference of Teamsters request the General Executive Board to give positive consideration to the establishment of a "mobile" educational program for Officers and Business Agents of Local Unions. In this way, knowledge and experience can be shared for the benefit of all by bringing one, two and three day workshops into the geographic areas of the Local Unions.

Resolution on the Economy

WHEREAS, the struggle for political advantage between a Republican controlled White House and a Democratic controlled Congress is a luxury that this nation can ill-afford at such a critical point in our history, and,

WHEREAS, the striving of the past which achieved economic stability for every segment of our society is now in jeopardy, and,

WHEREAS, our just recently expanding economy gave great hope to the discriminated and the disenfranchised to find their place in the mainstream of a secure America, we are now faced with insecurity and disillusionment. And because of the failing of a bipartisan effort between the executive and legislative branches of our federal government to devise and implement solid economic programs, what once was a promise of plenty will rapidly become a specter of poverty.

WHEREAS, this country has the inventiveness and resources and the means to accomplish remedies. Our International Union in its National Emergency Economic Conference held in Washington, D.C. on February 13, 1975, pointed the way to affirmative action, in each major problem area.

Resolutions adopted that date squarely faced the issues of economic control, energy, tight interest rates, tax relief and tax reform, public service employment, and job creation. Those resolutions of positions were distributed to every local union and every member of this union through *The International Teamster* magazine, making each delegate to this conference fully aware of their contents.

THEREFORE, BE IT RESOLVED, that the 15th meeting of the Central Conference of Teamsters concur in and will actively support the five resolutions of economic principles set forth by the International Brotherhood of Teamsters and support the communication of this support to individual representatives of Congress.

Central Conference Delegates Want Fitz-Miller in '76

Resolution on Leadership

WEBSTER defines leadership as the ability to lead; wisdom, as the quality of making the best use of knowledge, experience, understanding and good judgment; and teamwork, as joint action which subordinates individual interests and opinions to the unity and efficiency of the group.

These qualities—leadership, wisdom and teamwork—are not only essential, they epitomize the necessities for progress and growth of every organization which is determined to establish the highest degree of security and welfare for its people—past, present, and in the future.

NOW, Let it be known that:

WHEREAS, General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller possess and impart the quality of leadership, reflected most dramatically in the growth of our International Brotherhood of Teamsters membership, from 1,778,000 in November of 1966 to 2,060,000 in November of 1971, less than three years after Brother Fitzsimmons assumed the duties of General President in March of 1967, and 2,230,000 Teamster members by November of 1974, following the elevation of Brother Miller to his present position in March of 1972, and,

WHEREAS, General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller exemplify the quality of wisdom in their day-to-day actions, instilling in Teamster officials throughout the United States and Canada, the knowledge, experience, understanding and good judgment to elevate to the highest level the security and welfare of all of our members, and,

WHEREAS, the qualities of leadership and wisdom imparted so often by General President Frank E. Fitzsimmons and by General Secretary-Treasurer Murray W. Miller exemplify their ability to work in tandem, continually utilizing the essential quality of teamwork in their everyday display of intense concern and compassion to better the lives of the working masses, particularly our International Brotherhood of Teamsters rank and file membership and their families, and,

WHEREAS, Webster defines progress as moving forward and onward, it is not only necessary, but imperative, that the qualities of leadership, wisdom and teamwork so prevalent and inherent in General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller should be retained and fostered so the fulfillment of the aims and goals of our International Brotherhood of Teamsters might be realized;

NOW THEREFORE, BE IT RESOLVED, that the Central Conference of Teamsters of the International Brotherhood of Teamsters endorse the candidacy of Frank E. "Fitz" Fitzsimmons and Murray W. "Dusty" Miller, for re-election to their respective offices of General President and General Secretary-Treasurer at the 1976 Convention of our International Union.

Resolution on DRIVE

The International Brotherhood of Teamsters believes our views on elected officials and legislative matters can be expressed most effectively through a uniform coordinated effort.

WHEREAS, DRIVE (Democrat, Republican, Independent Voter Education) has been established to provide support for candidates for public office and whereas each member of our organization should be encouraged to participate in this program;

THEREFORE, BE IT RESOLVED by the Central Conference of Teamsters, this 10th day of April, 1975, to:

1. Promote and encourage the participation of each joint council, local union and each individual Teamster member in the political process through membership in DRIVE, and
2. Establish communication with elected officials in order that our views and the views of all working people be included in the legislative process.

Fitzsimmons Outlines Positive Accomplishments Of IBT At Central Conference

General President Frank E. Fitzsimmons

AFFIRMATIVE aspects of the state of the International Union and its affiliates were emphasized by General President Frank E. Fitzsimmons when he addressed the Central Conference of Teamsters meeting in Chicago.

Noting that nowadays "every forum seems to be a platform of doom and gloom," Fitzsimmons declared:

"I didn't come here to wring my hands and cry. I see some very encouraging developments, despite our national economic troubles."

Yet, said the General President, he did not want to minimize the economic difficulties plaguing both working and retired Teamsters as their purchasing power is eroded by inflation. "We are very concerned about these developments."

Fitzsimmons said the concern of the International Brotherhood of Teamsters was well illustrated by the recent, successful emergency economic conference sponsored by the IBT in Washington, D.C.

That meeting of positiveness made a contribution and since that session, the government has begun coming to grips with the economic situation.

The General President then discussed the changed status of the IBT in recent years, commenting that there was a time when "government represented nothing but suspicion (with) investigators snooping through our records . . . sort of a clandestine force lurking behind every Teamster door."

Now the International Union has emerged from the depths of official hostility, Fitzsimmons said, to where "we can look to government agencies as vehicles for solving some of our problems in representing the membership."

He stated that the image of the Teamsters Union has changed dramatically over the past several years. Access has been regained to government offices where problems are discussed with a view to solution.

"What I am describing came about," Fitzsimmons said, "because you in the local unions throughout the country demanded it and because you have supported us in Washington, D.C."

In other areas, Fitzsimmons said the IBT has commissioned a group of transportation experts at the famous Massachusetts Institute of Technology. They will study the subject of safety and overloading the steering axle. Hopefully, they will come up with a report that will convince Congress to reverse a recent last-minute defeat of a Teamster-supported proposal to limit the weight.

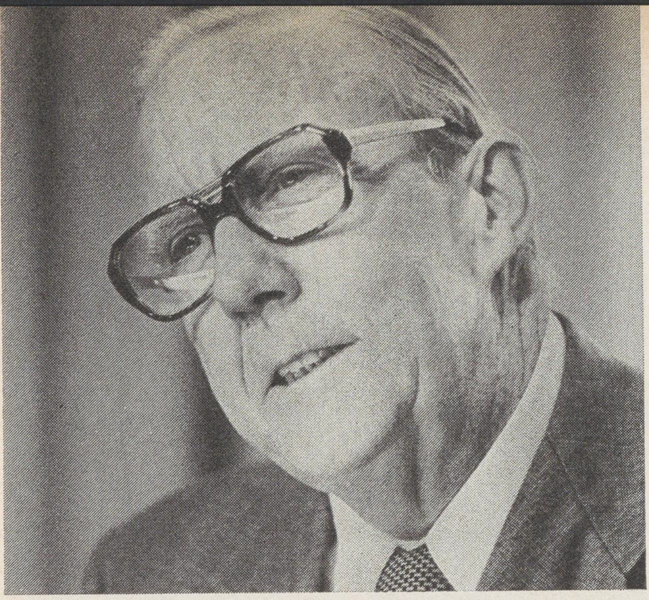
The General President noted that since the IBT headquarters building was dedicated in 1955, the Teamsters Union has grown by a million members. "Needless to say," he added, "the headquarters is bulging at the seams."

Because of the need for more room, the IBT soon will break ground on an addition to the main building. The increased office space will permit better service of the membership.

So far as the future is concerned, Fitzsimmons said: "The next big assignment of the International Union is to renegotiate the National Master Freight Agreement."

The current master contract expires next March 31st. Already, said Fitzsimmons, "we are approaching it as an immediate problem." Groundwork is now being laid for the forthcoming important negotiations on behalf of Teamster drivers.

On the subject of the upcoming International Union convention in Las Vegas, Nev., a year from this June, Fitzsimmons renewed his pledge to run for reelection, adding that he, along with General Secretary-Treasurer Murray W. Miller and the remainder of the general executive board, would go to the convention "with a record to be judged."



Murray W. Miller

Miller Says Teamsters Union Weathers Depressed Economy Well

Teamster General Secretary-Treasurer Murray W. Miller reported to Central Conference of Teamster delegates last month in Chicago that although the slump is costing other unions membership, membership in the Teamsters is remaining stable.

He attributed that to the work of local unions, joint councils and area conferences in taking the union message to the unorganized workers and to servicing the membership in a meaningful way.

Miller had a glowing report on the investment of International Union funds. He reported that according to A. G. Becker Company Evaluation Service, IBT investment portfolios outperform 93 per cent of all other investment funds.

In the area of computerization of local union and conference bookkeeping, Miller reported that bookkeeping for over 83,000 members in the Central Conference of Teamsters is now covered by the Teamster TITAN computerized bookkeeping system.

Miller told the delegates that treasuries and bookkeeping systems are meaningless unless they are used for the purpose of serving the membership. And he reported that in all his years of service with the International Union, he has never experienced a time when International Union funds were better spent for serving the membership than under the leadership of Frank Fitzsimmons.

Miller expressed the union's concern about the depressed national economy in terms of how many Teamster members and members of their families are affected.

He noted that 1 out of every 100 Americans is a member of the Teamsters Union. He pointed out that one out of every nine people in organized labor is a Teamster member. Counting dependents of our members, Miller said, "we represent over 10 million people."

The General Secretary-Treasurer hinted that government could take a cue from the Teamsters.

"We run a pretty tight ship," Miller said, and he wondered "what's the matter with the government?"

He placed a major share of the blame for mismanaged national economy on advisors in the White House, who Miller hinted have no experience in the work-a-day difficulties of Americans they are trying to advise.

The General Secretary-Treasurer was high in his praise of local union, joint council and area conference representatives in organizing the unorganized. Miller is director of the IBT department of organizing.

He said the International Union's role in organizing is to provide affiliates with the wherewithall and the manpower to organize the unorganized. Then he added "womanpower" and introduced to Conference delegates the International Union's new woman organizer, Vicky Saporta.

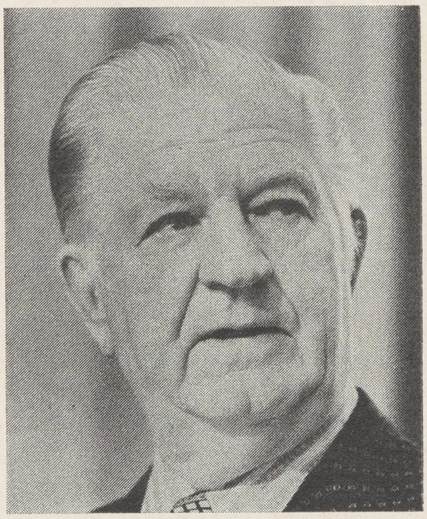
Speaking of contract negotiations, Miller said that "the only thing that makes an employer a good employer is a good union."

He strongly indicated his dissatisfaction with certain employer associations which admonish the union to control its membership, but admit that they have no control over employers who make up their associations.

Schoessling Cites CCT Progress

Central Conference of Teamsters Director Ray Schoessling last month in Chicago gave delegates to the 15th meeting of that body a report of progress and financial strength.

Schoessling declared that the progress was possible because the affiliates of the Central Conference of Teamsters are united against the forces which seek to divide and undo the efforts of organized labor.



Ray Schoessling

He called those antagonistic forces some government agencies, state legislatures, and the combined anti-union forces in the United States and Canada. He said the Teamsters outdistance the anti-union forces by "staying together."

The Conference director described the union he leads as a human organization, made up of workers who get together to accomplish things they can't achieve alone.

He said the Central Conference of Teamsters fits into that picture by providing service and assistance to local unions and joint councils in overcoming difficulties and in providing representation to the rank and file member.

He added that not the least of the Central Conference success in providing such service stems from the cooperation the Conference receives from the International Union.

One of the major threats to the wages, hours and working conditions of the membership, he said, is the growth of the non-union sector in the construction industry.

Schoessling pointed out that some contractors take on a dual posture, operating union in one area, non-union in another, and he declared that "we must be determined that no employer gets a free ride."

Schoessling paid particular attention to the responsibility of the union to make the job site a safe and healthy environment. He pointed out the importance the Central Conference places on this obligation by emphasizing the Conference work with the International Union Department of Safety and Health.

"We are working to make the Occupational Safety and Health Act more effective in preventing needless injury and death to workers because of job accidents," he said.

Another important part of the Conference work, Schoessling pointed out, is its active role in the political process at local and state levels and at local and provincial levels in Canada. "We have very much at stake in the decisions of all legislative bodies," he said.

He emphasized the work of the Conference with retiree organizations and the importance the Conference attaches to the work of such organizations.

"In addition to keeping alive the retiree's social contacts, these retiree organizations can be a force in the legislative and political arena," he said.

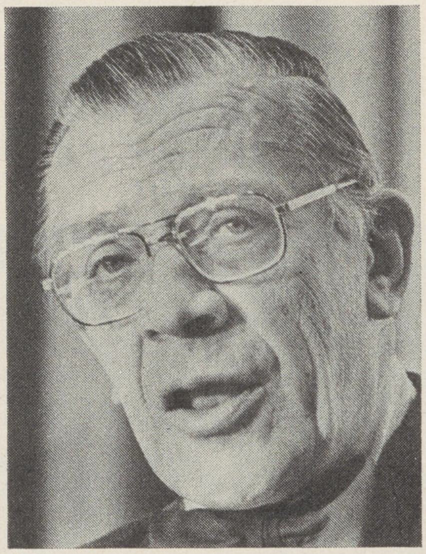
Schoessling alluded to the troubled times the country is experiencing. He expressed his concern for the unemployed worker and the worker hard-hit by inflation. He said that troubled times are what a trade union is all about.

But, in spite of the difficulties, Schoessling predicted that the Teamsters will continue to grow in membership, in benefits for the membership, and in influence "because we are strong and united."

Secretary of Labor

Dunlop Calls For New Look In Collective Bargaining

TEAMSTERS have been asked by Secretary of Labor John Dunlop to participate in what he calls "a new frontier of collective bargaining."



John Dunlop

Dunlop issued the invitation in a speech to delegates attending the Central Conference of Teamsters meeting in Chicago. It was his first major union address since succeeding Peter Brennan as Secretary of Labor.

Stressing his faith in the importance and potential of collective bargaining in the national economy, Dunlop declared:

"It is my very strong view that responsible leaders in labor and management today have the opportunity to fill a new type of responsibility and make a new contribution to our country that they have not made in the past."

He said such leadership is uniquely fitted for the challenges because:

—It knows the practical side of problems which bureaucrats, academicians or politicians do not understand.

—Labor and management are able to take a longer term view of problems and needs in the world of work and production.

—Both labor and management are genuinely dedicated to the future prosperity of the United States.

"For those three reasons," said Dunlop, "I look to a new day when labor and management together can plan a new, expanded role beyond the present concept of collective bargaining."

The Labor Secretary said there are signs already that collective bargaining is rising to its challenges.

For example, labor and management already have provided the Administration with good advice on broad issues of national economic policy. "So," added Dunlop, "we have a new frontier of labor and management working together on such problems."

Dunlop said a second arena in which collective bargaining is working better is that which deals with specific sectors of the economy. He cited the construction and food industries as examples.

Urgent problems demanding immediate attention in Dunlop's view were extension of unemployment compensation benefits and the creation of good jobs.

Assistant Secretary of Labor for OSHA John Stender (right) and IBT Safety Director R. V. Durham were speakers at the CCT session on safety and health. Stender was high in his praise of Teamsters in the area of job site safety and health.

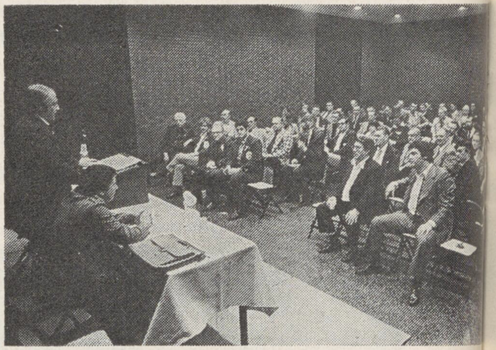
Central Conference Division Meetings

Automotive Trade Division

Canadian Trade Division

Baker Trade Division

Warehouse Trade Division


Public Service Trade Division

Pension Reform Meeting

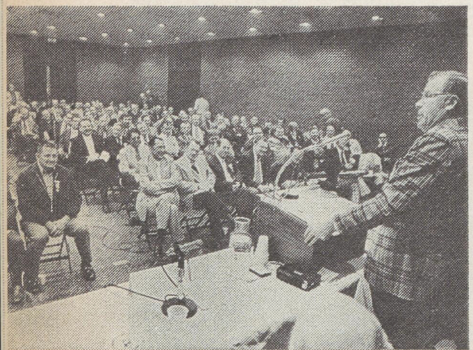
Construction Trade Division

Industrial Trade Division

Brewery Division Meeting

Freight Division Meeting

Dairy Division Meeting


Safety and Health Meeting

Food Processing Meeting

United Parcel Meeting

Raceway Case

Canadians Get $55,000 Backpay In Settlement at Blue Bonnets

Showing checks totaling $55,000 are these happy members of Teamster Local 903 in Montreal (left to right): Seated—Gerald Forget, president of Local 903, holding the $10,000 check of vacationing Bernard Minotti; Paul Lefebvre, $11,000; Standing—Richard Laberge, $10,250; Jean Portelance, $5,000; Regent Perreault, $6,250; Marcel Valois, $6,500 and Jacques Venne, $6,000.

SEVEN members of Teamster Local 903 in Montreal are enjoying a combined backpay award of $55,000 after the local union won a lengthy dispute with Blue Bonnets Raceway, Inc.

The settlement brought to a close a chapter in organizing that began in late 1972 when Local 903 started a campaign to represent the employees of Blue Bonnets.

Almost immediately, the company fired seven workers who were taking an active part in the organizing drive.

The Teamster local union, under the leadership of Gerald Forget, president, instantly filed a complaint with the Department of Labour.

Subsequently, the agency's investigation commissioner, Roger Lecavalier, ruled that the employees had been fired because of their union activity. He ordered their reinstatement with full compensation.

The company, denying the jurisdiction of the Provincial Labour Department with the claim that the federal government only had jurisdiction at racetracks, appealed the decision.

Early last year, the Labour Court rejected Blue Bonnets' appeal and confirmed the decision of the investigation commissioner.

But Blue Bonnets did not want to abide by the ruling and took the dispute to Superior Court—still claiming the federal government had racetrack jurisdiction.

Once again, the company's position was rejected by the court which stated in the decision that the Province of Quebec had jurisdiction over labor relations at racetracks.

Even then, the company delayed with yet another appeal to the court. But before a decision was given, a settlement was reached and the seven Teamsters won a lump sum of $55,000.

Local 903 President Forget said the union would again institute an organizing campaign at the Richelieu Raceways operated by Blue Bonnets.

● Bookbinding

By a better than 2-to-1 margin, some 55 employees of the Rosewell Bookbinding Co., in Phoenix, Ariz., voted for representation by Teamster Local 274.

John Blake, Local 274 secretary-treasurer, said typesetters, binders, gold stampers, folder operators and related workers were eligible to vote in the ballot conducted by the National Labor Relations Board. The tally was 38 to 17 for the union.

Big Victory Scored In Warehousing

Teamster Local 795 of Wichita, Kan., scored a major warehouse organizing win at the Dillon Companies, Inc., distribution center at Hutchinson, Kan., recently.

Sam E. Smith, president of the local union, said 133 workers were eligible to ballot in the election conducted by the National Labor Relations Board. The vote was 97 for the Teamsters, 25 for an intervenor, and only five against the union.

Smith said the victory was significant because efforts had been made to organize that particular warehouse for the past 20 years, however, combinations of company unions, anti-union legal specialists and other problems had prevented success.

Local 795 organized Dillon's 70 drivers about five years ago. The company operates a highly successful independent food chain in Kansas, Colorado, Missouri and Arkansas.

Smith said the Dillon win brings all major grocery operations in Local 795's jurisdiction under the Teamster banner. He credited organizer Loyd Andrews for successfully spearheading the campaign.

Discharge Case Won By Local In Virginia

Teamster Local 592 of Richmond, Va., recently won a National Labor Relations Board decision in a discharge case originating at G. C. Murphy Co., in Fredericksburg, Va.

The Board ruled that the company committed an unfair labor practice by firing Glenda Pucket because of her organizing activities on behalf of the Teamster local union.

The woman was employed as a clerical worker at the company's warehouse and signed a union card one evening. The next morning she took a supply of cards with her to work and was terminated.

The Board's decision upheld the findings of the administrative law judge who said the company's assertion of discharge for cause was "unpersuasive."

The Murphy Co., was ordered by the Board to cease the illegal activity and to offer the dischargee reinstatement and backpay.

MISCELLANEOUS

Roy Williams Honored

IBT Vice President Roy Williams was honored recently at a dinner, the funds from which went to the Greater Kansas City Foundation for Retarded Children. He is shown at the dinner with Central Conference Director Ray Schoessling (at mike) and Teamster General President Frank E. Fitzsimmons. Fitzsimmons commended Williams for his work as a union leader and as a standard bearer for humanitarian causes.

Cover 3,000

Teamsters Gain Farm Pacts At 12 Firms in So. California

THE Western Conference of Teamsters said that contracts have been signed covering 3,000 workers employed at a dozen vegetable farms in Southern California.

IBT Vice President M. E. Anderson, director of the WCT, said among the pacts is an agreement with Dave Walsh, the largest strawberry grower in California.

The new agreements are the result of a concerted effort to organize agricultural workers who never before have been covered by a union contract.

Ralph Cotner, director of the Teamster agricultural workers division, said the latest signings bring the total number of Teamster farm contracts to nearly 400.

Cotner said the union demanded recognition from the companies as bargaining representative for the workers after obtaining authorization from a majority of workers to act in their behalf as negotiators. The firms agreed after several weeks' negotiations heightened by picketing union members.

The 3,000 workers are covered by the standard Teamster Master Agricultural Contract which provides substantial wage gains, health and welfare and pension language, and all the other fringe benefits.

Cotner said that in addition to the field workers, some 500 truck drivers and packing shed workers also were organized on the 12 farms.

The companies are: Richard Glass-North Indio Farms, Maggio Tostado, Cardinal Distributors, Marshburn Farms, Henry Moreno, W-K Packing, Valdora Produce, Bell Mine Farms, Jack Vince & Sons, Dave Walsh, United Celery Growers and Tanaka Bros.

Farm Workers Go Teamster In Arizona

Some 1,500 vegetable and melon workers employed by six companies in Arizona are now under Teamster contracts after a successful organizing drive conducted by the Western Conference of Teamsters agricultural division.

Ralph L. Cotner, director of the division, said the contract signed with the Arizona growers is the standard Teamster master agricultural agreement providing the workers with wage gains and benefits beyond their past experience.

Contracts were signed with Pasquinnelli Produce Co., G&S Produce Co., Inc., VuKasovich, Inc., Sunshine Farms, Senini, Inc., and the Woods Co.

Teamsters Win Ruling In Washington

Teamster Local 38 of Everett, Wash., won the decision recently when the National Labor Relations Board granted a motion for summary judgment in a case involving Stanwood Thriftmart of Stanwood, Wash.

The Board found that the company violated the law by refusing to continue to recognize and bargain with the Teamster local union, and refusing to make payments to the welfare and pension trust funds.

The motion was granted on the grounds that the employer failed to rebut the presumption of Local 38's majority status arising from the fact that the company admittedly executed a contract recognizing the union as majority representative. The Board rejected the employer's defense based on a federal district court order which rescinded the contract.

Stanwood Thriftmart was ordered by the Board to bargain with the Teamster local union upon request, to make whole unit employees by paying all pension and welfare contributions as provided in the contract, and to make them whole for whatever benefits were lost by unlawful termination of the contract.

Arbitration Ruling Won In Pennsylvania

Teamster Local 872 of Charleroi, Pa., won an arbitration decision recently on behalf of four members laid off by the Borough of Donora.

William Kreuter, Local 872 secretary-treasurer, said the case involved a violation of the seniority clause and the assignment of bargaining unit work to non-bargaining unit workers.

The Borough was ordered to reinstate the four members and reimburse them for wages lost.

MISCELLANEOUS

Three Locals

Pennsylvania Turnpike Contract Negotiated for 1,800 Members

MEMBERS of three Teamster local unions in Pennsylvania have a new agreement with the Pennsylvania Turnpike Commission which gives them substantial wage gains and other contract improvements.

IBT Vice President Edward Nangle said a significant achievement was obtaining job protection for the state public employees for the first time. The accomplishment was made by negotiating a change from a 1-bid system to a 2-bid system. As a result, no longer will there be mass layoffs of turnpike employees as have occurred in the past.

Most of the 1,800 members covered under the contract are members of Teamster Locals 77 and 250 in Fort Washington, Pa., and Pittsburgh, Pa., respectively. The others are supervisors belonging to Teamster Local 30 of Jeannette, Pa.

The average wage of the turnpike workers has more than doubled in the four years since they have been represented by the three Teamster affiliates.

Wage gains in the new 3-year agreement were made retroactive to last February 28th.

In addition to pay hikes, the agreement also provided funeral leave for a death in the immediate family—a first in the contract—and an increase in the sick and accident policy.

Teamster negotiators won dental and eye care for the members in addition to health and welfare. Mileage allowances were increased.

Bargaining Ruling Won In Michigan

Teamster Local 458 of Detroit, Mich., won the decision recently in a National Labor Relations Board case against the Detroit Edison Co.

The Board granted a motion for a summary judgment against the company, concluding that the power firm violated the law by refusing to bargain with Local 458 certified as representative of the company's full-time and regular part-time workers in the system supervisory division at plants in Detroit, Marysville and Ann Arbor, Mich.

The company attempted to prove the true nature of the workers' duties to be supervisory and/or managerial. But, said the Board, no new evidence was introduced to reopen the case.

Detroit Edison was ordered by the Board to cease its unfair labor practice and bargain with the Teamster local union upon request.

Backpay Won For Members In Missouri

Two members of Teamster Local 552 of Kansas City, Mo., received backpay checks recently totaling $8,666 and representing an arbitration award.

T. B. McGinness, president of Local 552, said the backpay went to Jay Lord —$4,396—and Tom Rigot—$4,270.

The case conducted successfully by the local union involved Roach Cadillac Co., of Kansas City.

Mercer Jobs Protected By Ruling

Members of Teamster Local 2707 employed by Mercer Airlines can look forward to continuing on the job thanks to a ruling by the Civil Aeronautics Board (CAB).

The CAB denied an application of Sierra Pacific Airlines which had sought an exemption from CAB regulations so that it could bid against the Mercer firm.

Had the application been approved it would have meant that Sierra Pacific would have cut into Mercer's charter operations.

● Unanimous

A hospital coffee shop crew in Flushing, N.Y., voted unanimously for representation by Teamster Local 803 in a recent National Labor Relations Board election.

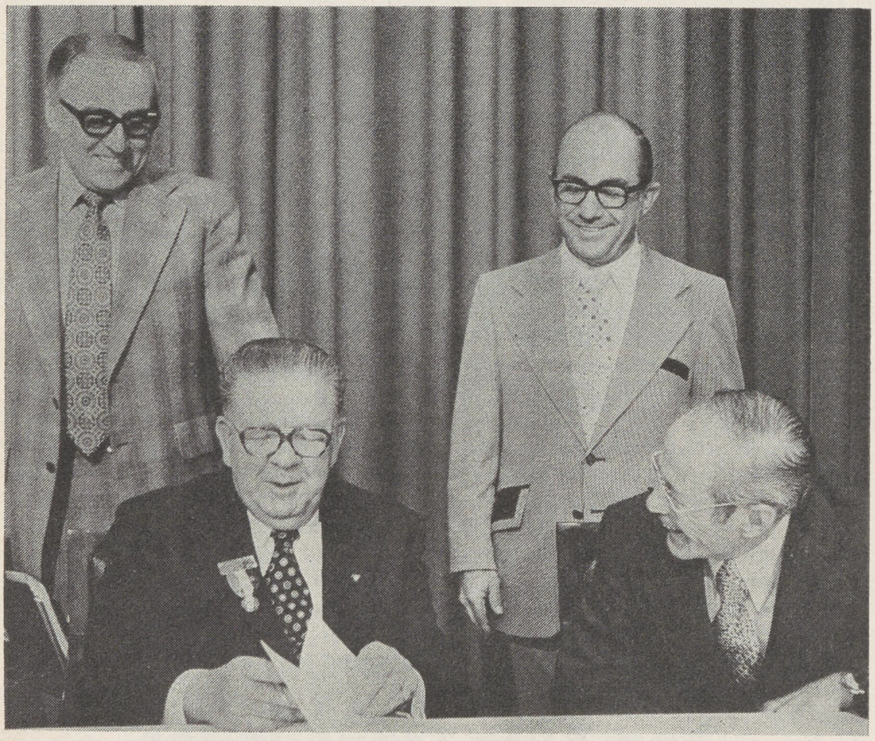
William Hagner, president of Local 803, said cashiers, waitresses and the cook employed at Hillcrest General Hospital were eligible to vote in the election.

Top Auto Transporter

Harry E. Cragle (center), a member of Teamster Local 229 in Scranton, Pa., was named "driver of the year" by the National Automobile Transporters Assn. Cragle, employed by M&G Convoy Corp., has driven more than 2.65 million miles without accident in 35 years of transporting cars. Shown with him are (left to right): Paul Weber, Local 229 business agent; Bill Howell, terminal manager; Cragle; Samuel Mendola and Alex Topalanchik, stewards.

Landmark Agreement

Trucking Safety Accord Reached with MCLAC



Teamster General President Frank E. Fitzsimmons prepares to sign a landmark safety and health agreement with Motor Carrier Labor Advisory Council. Signing the agreement for the employers is Frank Bridge (right). Standing left to right, R. V. Durham, IBT Safety and Health Director; and Robert Rivard, of Briggs Transportation Company.

The International Brotherhood of Teamsters has negotiated an agreement with the Motor Carrier Labor Advisory Council (MCLAC) which provides better safety and health protection for Teamster members employed by MCLAC carriers. The agreement, "Policy and Procedures in Handling Issues Arising Under the National Master Freight Agreement Concerning Safety and Health," was signed on April 10, 1975, by Teamster General President Frank E. Fitzsimmons and Frank J. Bridge, Chairman of MCLAC.

100 Carriers

MCLAC represents over 100 carriers, most of whom are located in the Central States area. The agreement is similar to one reached in 1973 between the I.B.T. and the National Automobile Transporters—the nation's first multi-employer and union program of voluntary compliance with the Occupational Safety and Health Act.

Quicker Method

Essentially, the agreement calls for a quicker and more efficient method of handling safety grievances. This is especially important in the freight industry, where many safety issues can become clouded and delayed while OSHA and the Department of Transportation argue over jurisdiction. This agreement will help to eliminate those delays by keeping most safety disputes confined to the collective bargaining process.

Trucking Employers, Inc., the largest employer association among those signatory to the National Master Freight Agreement, has been approached with a similar proposal, and negotiations toward an agreement are progressing.

Side Lamp Rule Change Suggested

A change of the current rule on location of side-marker lamps on semitrailers has been proposed to the Bureau of Motor Carrier Safety (BMCS) by the Teamsters Union safety and health department.

It was proposed to Dr. Robert A. Kaye, BMCS director, that the rule be modified to require the placement of a light at or near the *lower rear corner* of each side of the trailer.

Real Concern

The current standard requires only that a light be located at or near the rear of the trailer's sides.

Location of the rear lights is a very real concern to drivers performing night duty. As a practical matter, drivers rely a great deal on rear side-marker lamps as a means of checking the path of the trailer.

Employer Should Bear Safety Cost

A congressman asserted recently that employers should pay for personal protective equipment required to comply with the federal safety and health law.

Rep. Dominick Daniels of New Jersey, chairman of the House Labor Subcommittee on Manpower Compensation and Health and Safety, wrote in a letter to the Department of Labor:

"I am at a loss to understand why the Secretary of Labor has not promptly and affirmatively interceded to protect the employee's rights in such circumstances.

"Surely, my colleagues and I recognize that to achieve compliance with the comprehensive requirements of the Occupational Safety and Health Act, employers would have to bear certain additional expenses as part of their normal cost of doing business."

Starting in May

$8.1 Billion Rebate To American '74 Taxpayers

AMERICAN taxpayers soon will begin receiving a rebate totaling $8.1 billion on their 1974 taxes.

President Ford signed the measure passed overwhelmingly by Congress. Besides the rebate, the bill also reduces taxes on this year's income for individuals by another $10 billion.

Internal Revenue Service officials said the first rebate checks would hit the mails at mid-May.

The bill was a compromise piece of legislation passed 287-125 in the House and 45-16 in the Senate.

While the legislation satisfied no one in its entirety, many veteran observers of Congress pointed out that it contained more direct benefit for people on low and fixed incomes than any tax legislation enacted in many years.

The rebate on taxes paid on 1974 income will be at least $100. (Those paying less than $100 will get all of their money back). The maximum rebate of $200 will go to families in the $12,000 to $17,500-income bracket, depending upon their size. The rebate will taper down to $100 on income of $30,000 or more.

There are several provisions in the final bill labor did not like. Unions sought greater relief than the bill provides for middle-income families. Although a 22 per cent tax depletion for large oil and gas companies will be ended and gradually reduced for smaller producers, this action was blunted by sharply reducing a Senate-passed tax boost on multinational firms, among the most prominent of which are the oil cartels.

Tax relief for 1975 income will come mainly through an increase in the minimum standard deduction plus a flat $30 reduction of taxes for the taxpayer and each of his dependents, to be reflected in lower tax-withholding rates by May 1.

The higher minimum standard deduction will rise from $1,300 to $1,600 for a single person and $1,900 for a couple filing a joint return. The regular standard deduction for 1975 taxes rises from 15 to 16 percent, with ceilings of $2,300 for single persons and $2,600 for families.

The voluminous bill also included these other key provisions:

—A special $50 payment to all recipients of Social Security, Railroad Retirement and beneficiaries of programs of welfare for the aged, blind and disabled; a new "work bonus" for lowest-income families with dependent children; child care allowances for families with income of up to $35,000 (the present limit is $18,000).

—A tax credit of five per cent of the cost of home purchase up to a maximum of $2,000, limited to purchases of a home or condominium never before occupied—and providing construction on the dwelling was begun before March 26, 1975. This applies to homes purchased between March 13 and December 31, 1975.

—An increase in the business investment tax credit from its present seven per cent (four per cent for utilities) to 10 per cent for 1975 and 1976, plus a reduction in the basic corporation tax on the first $50,000 of profits. The overall tax cut for business was estimated at $4.8 billion.

How the Tax Cut Affects You

(1974 Rebate and 1975 Reduction)

Adjusted Gross Income	Single Person		Married Couple, No Dependents		Married Couple, One Dependent		Married Couple, Two Dependents		Married Couple, Four Dependents	
	Tax Under Old Law	Reduction	Tax Under Old Law	Reduction	Tax Under Old Law	Reduction	Tax Under Old Law	Reduction	Tax Under Old Law	Reduction
$ 3,000	$ 138*	175	$ 28*	56	——*	300	——*	300	——*	300
5,000	491	187	322	252	$ 208	578	$ 98	496	——	300
6,000	681	187	484	258	362	484	245	510	$ 28	256
8,000	1,087	189	837	263	694	290	559	312	312	362
10,000	1,482	178	1,152	213	1,010	229	867	258	586	314
12,500	1,996	230	1,573	217	1,408	231	1,261	246	976	280
15,000	2,549	230	2,029	260	1,864	276	1,699	290	1,371	317
17,500	3,145	230	2,516	260	2,329	290	2,156	320	1,826	363
20,000	3,784	230	3,035	260	2,848	290	2,660	320	2,285	380
25,000	5,230	180	4,170	210	3,960	240	3,750	270	3,330	330
30,000	6,850	130	5,468	160	5,228	190	4,988	220	4,508	280
35,000	8,625	130	6,938	160	6,668	190	6,398	220	5,858	280
40,000	10,515	130	8,543	160	8,251	190	7,958	220	7,373	280

**Assuming Deductible Personal Expenses of 17 Per Cent of Income*

SOURCE: Joint Committee on Internal Revenue Taxation

SPECIAL REPORT

Tax Loopholes

Now You See 'Em-Now You Don't

JOIN the crowd if you are a taxpayer unaware that there is a federal program that costs $91 billion yet does not appear in the national budget.

That's the cost of tax "loopholes," according to a chapter of a technical booklet that explains the federal spending program.

The $91 billion in "benefits" for this fiscal year is almost as big as the nation's outlay for defense. It is the equivalent of one-fourth of the amount that President Ford estimates the government will spend altogether.

But the $91 billion is not called "spending."

Rather, the sum is called "tax expenditure." There is a delicate difference.

"Tax expenditure" is a new fiscal term that represents an accumulation of tax preferences, subsidies and exclusions—better known as "loopholes" —enacted under several administrations for decades.

In other words, it is tax money that might have been collected, but wasn't.

An official compilation for the first time shows there are special tax benefits for rich man and poor man alike. But the lion's share of the benefits apply to big business and investment.

The compilation, a sort of budget financing in reverse, illustrates the fact that each of the provisions in the "tax expenditure" budget involves a decision to *not* collect revenue for the government.

This year the loss of revenue amounts to $91 billion that would have been collected if special allowances were not in the federal law.

For example, the U.S. Treasury will not collect $3 billion from the oil companies because of the 22 per cent depletion allowance.

There is another $6.5 billion that the government will not get from millions of taxpayers who are enslaved by mortgages because mortgage interest is deductible.

There is another $4.1 billion that will not be collected because of a special low rate of taxation on capital gains—more than half of which, it is estimated, go to families with incomes of $100,000 or more annually.

Development of the "tax expenditure" budget was done this year because the Budget Reform Act passed by the last Congress now requires the inclusion of such figures in all budgets.

The reasoning behind the reform language was that only by studying "tax expenditures" along with regular spending and credit programs can the total impact of the federal government's actions on a given sector of the economy be measured.

In other words, "tax expenditures" cost money, help certain people, and above all lead to consequences as do any other government expenditures.

Even though this is the first year

Life Member

IBT Vice President Edward Nangle (right) of Reading, Pa., receives a life membership card for the volunteer chapter of the Deborah Heart and Lung Center from Dr. Alexander Gabrielli. Nangle received the hospital's humanitarian award at its annual dinner recently in Philadelphia, Pa.

in which "tax expenditures" have been published, neither the executive branch nor the legislative branch of the federal government have paid too much attention to them so far.

But there are signs that "tax expenditures"—noteworthy because of a tremendous growth rate—will receive more attention in the future.

Research calculations show that "tax expenditures"—money that Washington opted not to collect—have risen in this steep manner:

Year	*Billions*
1968	$44.1
1972	$59.8
1976	$91.0

Political organizations, egged on by consumer groups, are beginning to realize that the great bulk of benefit under this gigantic loophole umbrella of "tax expenditure" goes to corporations. Added to that is the actual amount of tax money that is funneled in subsidy form to particular industries as well as commerce and agriculture.

To illustrate, the new "tax expenditures" accounting shows that the oil industry benefit from depletion allowances jumped upward 50 per cent in the past two years at a time when oil company profits zoomed to record highs.

Oil Rip Off

"The increase in the oil tax subsidies," reported the New York (N.Y.) *Times* recently, "highlights an interesting feature of tax expenditures referred to as the 'upside-down' effect: The higher profits go, the higher the subsidy. This prompts the observation that the largest subsidies go to those who need them least."

Whether wage-earning taxpayers will ever gain some equity as a result of the disclosure wrinkles of the Budget Reform Act is conjectural at this point.

However, the Act has at least done the service of throwing light on the fairness and effectiveness of the billions of dollars in annual "tax expenditures" which have slept uncollected and unchallenged in the Tax Code for so many years.

If the "tax expenditure" section of the federal budget is permitted to continue its growth of past years in an unmolested manner, it will mean ultimately that: the U.S. Treasury will be more in the business of *not* collecting revenue than in collecting it—a method that would spell doom for capitalism.

Safe Drivers

Two members of Teamster Local 765 in Williamsport, Pa., are shown receiving awards for driving a million safe miles. They are Robert Hiller (2nd from left) and Palmer Thomas (2nd from right), drivers for Stroehmann Bros., Baking Co. Making the presentations are Robert Smith, transport supervisor, and Charles Gaullin, safety director.

Fed Policy Questioned

High Interest Guts Housing Says Congressional Study

A congressional study has come up with a view paralleling that of organized labor which has consistently claimed that high interest rates are harmful to the country.

The Subcommittee on Economic Progress of the Joint House-Senate Economic Committee released the study which its chairman, Rep. Wright Patman of Texas says "clearly established the bankruptcy of the Federal Reserve's policy of using high interest rates to battle inflation."

Speculation

Patman said: "Despite rising interest rates, the study showed that credit flows increased to every sector of the economy—except housing—in the 12-month period ended September, 1974."

The study was prepared by Dr. Arnold H. Diamond, economic consultant to the Joint Economic Committee on loan from the Department of Housing and Urban Development. The study traces the credit flows of loans extended to each economic sector over the last five years.

Patman said: "This study established three very significant things: (1) that high interest rates have not been a deterrent to heavy business and foreign borrowing; (2) that much of the funds borrowed were used for speculative purposes; and (3) that a large part of the higher interest costs on business borrowing is likely to be shifted to the U.S. Treasury and ultimately paid for by the American taxpayer."

Patman pointed out that the study reveals that large credit outlays by commercial banks and other financial institutions were used to finance speculation in land, the stock market, foreign currencies, bank trading securities, and inventory stockpiling by businesses.

"These findings are at a variance with the contentions of the Treasury Department and the Federal Reserve that credit for speculative activities is only a small fraction of the total credit in the economy," Patman said. "The study by Dr. Diamond shows that these inflationary areas have received very significant amounts of credit while the housing sector has been starved into a depression."

MISCELLANEOUS

Installation

Fleming Campbell (far right) administrative assistant at the Eastern Conference of Teamsters, is shown installing the officers of Teamster Local 590 in Baltimore, Md., recently. Taking the oath are (left to right): Jesse Thacker, trustee; Mickey Williams, vice president; Kenneth Kelm and Eileen Housand, trustees; Joseph Ritz, secretary-treasurer; Ruth Stivers, recording secretary, and Fred Killen, president.

NLRB Says:

Teamster Organizers Tops In 2nd Half '74 Balloting

TEAMSTERS Union affiliates outdistanced all other unions in the nation in terms of organizing activity and success during the last six months of 1974.

The National Labor Relations Board said that between July and December, Teamster affiliates took part in 1,388 of the total of 4,365 single-union ballots conducted by the Board, a mark of nearly 32 per cent.

Single-union election activity is considered the best barometer of union organizing efforts.

Teamster organizations won 625—or more than 35 per cent—of the total of 2,035 elections won by all unions in single-union balloting.

Of the nearly 87,000 workers eligible to vote in single-union elections won by all unions, the Teamsters accounted for 14,688—or almost 17 per cent—of the total.

Teamster organizations also won 40 elections in which two unions were on the ballot, and captured the honors in another 5 ballots in which workers were faced with a choice of three or more unions on the ballot.

Altogether, the Teamster election wins amounted to 670 and involved 17,940 workers in the last half of 1974.

'Your Time Is Coming' Says Member

Dear Bro. Fitzsimmons:

I am writing to express my sincere appreciation to our union for the fine pension I am getting, and to thank Teamster Local 26 in Danville, Ill. I was a member 29 years.

I was a driver for the Ecoff Trucking of Fortville, Ind., for 23 years and I want to thank them for their contributions to the pension plan in my behalf.

To all Teamster members, "Keep up the good work and keep our union strong." Your day is coming to enjoy the harvest of membership that I now have.

Fraternally yours,
Gene Clapp,
Villa Grove, Ill.

Public Jobbers Go Teamster In California

Three units of Fresno County employees in California, totaling more than 400 workers, have chosen Teamster representation in the past two months.

A. Dotson Bennett, director of the Western Conference of Teamsters public employee division, said elections were held among:

—Sanitarians, agricultural and building inspectors, and defense investigators with the Teamsters winning over another union by a two-thirds vote.

—Appraisers, accountants, planners and right'o'way agents who picked the Teamsters over yet another union.

—Librarians who voted in favor of the Teamsters by a tally of 79 to 12.

● Illinois Win

Warehousemen and a service repairman employed by Elema-Schonander, Inc., a distribution firm in Elk Grove, Ill., voted unanimously for representation by Teamster Local 781 of Chicago in a recent National Labor Relations Board election, according to Joseph L. Bernstein, secretary-treasurer of the local union.

Agent Retires

Bert Compton, long-time business agent for Teamster Local 287 in San Jose, Calif., retired recently. Compton was a member of the union for 31 years and served briefly as president prior to becoming a business agent in 1948, a post he held until retiring.

JOHN B. McGINLEY, C.P.A. (1927-1955)
LEO F. McGINLEY C.P.A. (1937-1973)
WILLIAM P. ROCHE, C.P.A.
WHITFIELD E. MALLORY, C.P.A.
PAUL A. WEST, C.P.A.
MEMBERS OF AMERICAN INSTITUTE
OF CERTIFIED PUBLIC ACCOUNTANTS

McGINLEY, ROCHE & MALLORY
CERTIFIED PUBLIC ACCOUNTANTS

VAN NESS CENTRE
4301 CONNECTICUT AVENUE, N.W.
WASHINGTON, D.C. 20008

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington, D. C. 20001

We have examined the consolidated fund balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1974, and the related consolidated statement of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the referred to consolidated fund balance sheet and consolidated statement of income and expenses present fairly the financial condition of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1974, and the results of their operations for the period indicated, in conformity with generally accepted accounting principles applied on a consistent basis.

McGinley, Roche & Mallory

Certified Public Accountants

March 18, 1975

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D.C., CONSOLIDATED FUND BALANCE SHEET AS OF DECEMBER 31, 1974

GENERAL F

ASSETS

Cash	$ 8,832,200
Accounts Receivable	795,341
Inventories—Cost or Market	233,520
Investments—Book Value (Market Value $26,303,333)	26,379,392
Accrued Income	617,821
Deposits	138,008
Prepaid Expenses	52,542
Fixed Assets—(At cost, less $4,286,060 Accumulated Depreciation)	13,066,290
Total Assets—General Fund	$ 50,115,114

DEFENSE FU

ASSETS

Cash	$ 10,432,537
Investments—Book Value (Market Value $50,379,996)	54,600,684
Accrued Income	1,406,679
Total Assets—Defense Fund	$ 66,439,900

COMBINED FU

Total Assets—Combined Funds	$116,555,014

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1) The following is a summary of significant accounting policies

Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting.

Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted periodically for amortization of premium and discount.

Depreciation—Fixed Assets are recorded at cost and depreciation is principally computed on the straight-line method at rates calculated to prorate the cost over the estimated useful lives.

2) Investments

U. S. Treasury Notes in the principal amount of $330,000. have been pledged as surety deposits and are held in escrow.

3) Contingent Liabilities

A judgment was entered against the International on April 20, 1973 in the amount of $806,093., plus costs. According to legal counsel, a motion has been filed requesting a verdict on behalf of the International, notwithstanding the judgment.

Also, a judgment was entered against the International Union and Local Unions 249 and 377 on June 10, 1974 in the amount of $512,001., plus interest. Legal counsel has advised that the case is being appealed.

EXHIBIT "A"

AL FUND

LIABILITIES AND NET WORTH

Accounts Payable	$ 1,045,190	
Accrued Expenses	16,178	
Total Liabilities		$ 1,061,368
Net Worth		
Balance January 1, 1974	36,545,853	
Add:		
Excess of Income Over Expenses for the Year Ended December 31, 1974	12,507,893	49,053,746
Total Liabilities and Net Worth—General Fund		$ 50,115,114

NSE FUND

NET WORTH

Balance January 1, 1974	$ 73,319,616	
Add:		
Excess of Benefits Over Income for the Year Ended December 31, 1974	(6,879,716)	$ 66,439,900
Total Net Worth—Defense Fund		$ 66,439,900

NED FUNDS

Total Liabilities and Net Worth—Combined Funds	$116,555,014

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

4) **Retirement and Pension Plans**

a) **The International provides retirement benefits for employees of the International and the Building Corporation. Current service and interest on unfunded liability are funded annually based on advice of consulting actuaries. Prior service costs are fundable over a maximum of 15 years. Computations have not been completed for the year ended December 31, 1974; however, at December 31, 1973, vested benefits exceeded the total of the retirement plan assets by $5,166,441., as calculated by independent actuaries.**

b) **The International also provides a pension plan for persons employed by affiliated organizations. Annual contributions to the plan are computed by actuaries and approved by the General Executive Board of the International. Computations have not been completed for the year ended December 31, 1974; however, at December 31, 1973, vested benefits exceeded the total of the pension plan assets by $71,319,789., as calculated by independent actuaries.**

5) **Merger/Affiliation of International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America**

In October 1973 the International Brotherhood of Teamsters entered into a merger/affiliation agreement with the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. According to the agreement the International Brotherhood of Teamsters was assigned all assets and became liable for only such liabilities as were disclosed to and accepted by them. The figure appearing on the Consolidated Statement of Income and Expenses—General Fund amounting to $392,877. represents the excess of such assets over known and accepted liabilities.

EXHIBIT "B"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D. C.
CONSOLIDATED STATEMENT OF INCOME AND EXPENSES—GENERAL FUND
FOR THE YEAR ENDED DECEMBER 31, 1974

Operational Income		
Fees		
Per Capita—Members	$50,942,425	
Initiation	1,161,928	
Organizational	100	$52,104,453
Other Income		
Sale of Supplies	166,333	
Miscellaneous	44,982	211,315
Total Operational Income		52,315,768
Deduct:		
Operational Expenses		
Teamster Affiliates Pension Fund	15,457,356	
Federation of Chemical & General Workers Unions	137,790	
Organizing Campaign Expense	7,502,901	
National Master Freight Agreement	1,804	
Financial Aid to Subordinate Organizations	49,864	
Retirement and Family Protection Plan	1,627,851	
Administrative, Office and General	7,203,691	
Magazine—"International Teamster"	2,103,601	
Legislative and Political Education	425,248	
Labor Institute	656	
Public Relations	1,617,310	
Legal Fees, Expenses and Related Costs	916,905	
Judgments, Suits and Settlements	82,264	
Appeals and Hearings	4,806	
Divisional and Departmental	4,142,411	
National Headquarters Building	1,008,219	
Branch Offices	25,148	
Supplies for Resale	118,014	42,425,839
Net Income from Operations		9,889,929
Add:		
Financial Income—Net		2,178,329
Total Operational Income and Financial Income		12,068,258
Add:		
Other Income		
Gain on Foreign Exchange	33,963	
Teamsters International, Inc.—Net	7,636	
Rental Income	3,850	
Miscellaneous	1,309	46,758
Net Income before Extraordinary Income		12,115,016
Add:		
Extraordinary Income		
Merger/Affiliation of International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America		392,877
Excess of Income Over Expenses for the Year Ended December 31, 1974		$12,507,893

EXHIBIT "C"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA WASHINGTON, D. C.
STATEMENT OF INCOME AND BENEFITS—DEFENSE FUND
FOR THE YEAR ENDED DECEMBER 31, 1974

Income		
Financial Income—Net	$ 5,073,688	
Gain on Foreign Exchange	12,155	$ 5,085,843
Benefits		
Out-of-Work Benefits		11,965,559
Excess of Benefits Over Income for the Year Ended December 31, 1974		($ 6,879,716)

See Notes to Consolidated Financial Statements

LEGISLATIVE REPORT

Another Attempt

Consumer Bill Before 94th Congress

CONSUMERS, needing all the help they can get, anxiously await 94th Congress action on the Consumer Protection Agency bill. The measure, shelved in September by the 93rd Congress, was filibustered to death on the Senate floor. Senate sponsors moved to have the bill tabled rather than see it weakened. Debate had survived four cloture votes (attempts to end debate) before the action was taken.

A new measure, S-200—the Consumer Protection Act of 1975—was submitted to Congress in January by Senator Abraham Ribicoff (D.-Conn.), a strong proponent of the CPA. The bill has 42 cosponsors and is similar to the Senate measure defeated last year.

On the House side, two bills have been introduced by Representative John Wydler (R.-N.Y.) and Spark Matsunaga (D.-Ha.). Both bills are now in the Government Operations Committee.

The embattled measures seek to create an independent, non-regulatory federal agency—The Agency for Consumer Advocacy (ACA). (Its name was changed last year to ACA from Consumer Protection Agency (CPA) after protests by certified public accountants (CPAs) that their acronym was being stolen.) This body would represent consumer interests before other federal agencies and the courts, acting as protector of the consumer's rights and interests. It would also act as a clearinghouse for consumer information and complaints.

Hearings were held on the Senate's Ribicoff bill February 20 and 24. Few issues, however, remained unsettled, since the bill closely resembles last year's Senate version.

The Senate Government Operations Committee voted 11-1 March 12 to report S200 to the Senate floor. Under its provisions, headed by an administrator and composed of a relatively small staff, the agency would have the power to intervene when other government agencies are writing rules or making decisions that affect the consumer's pocketbook, safety, or health and well-being.

An independent consumer advocacy agency would be set up within the Executive Branch, with its administrator to be appointed by the President with consent of the Senate.

The agency would have authority to intervene in federal agency proceedings when the consumer administrator determines that the activity may substantially affect the interests of consumers.

The administrator would not have authority to intervene with state agencies or courts, but could ask permission of the local jurisdictions to be heard on a consumer matter.

The agency also would have authority to hear complaints from consumers involving apparent violations of law or in the case of a "commercial, trade, or other practice which is detrimental to an interest of consumers."

An amendment sponsored by Sen. Bill Brock (R-Tenn.), and approved by the Committee would require federal agencies in drawing up regulations concerning consumers to estimate how much compliance would cost the consumers.

In addition, the agency would have to report on anticipated benefits of its regulations to consumers and would require the General Accounting Office to review the cost and benefits assessments after three years.

Retained in the bill is a provision that bars the Agency from intervention in labor-management disputes handled by the National Labor Relations Board (NLRB).

This had been a major contingency for union support. Organized labor felt that having a third party involved in touchy bargaining as was suggested could only confuse normally complicated labor negotiations and would not really serve the interests of consumers.

The only hangup could be President Ford's announced goal of excluding non-vital legislative action from this year's budget. Some in Congress may view the CPA in that light.

Supporter Senator Alan Cranston (D.-Calif.) has predicted that "we can and will pass this measure early in the 94th Congress. We'll win it in 1975, absolutely." Many consumers would be glad to see this finally happen.

Nevertheless, because of Ford's budget austerity campaign, UPI reported in April, the President ordered his cabinet to give him some ammunition to back a possible veto of the legislation.

He asked each member to submit a report on what the departments are doing now to help the consumer.

The President reportedly hopes to stack enough evidence to prove that a new agency to help the consumer is not really needed. In late April, the President wrote Sen. Ribicoff, whose committee reported the bill, that he would veto it, if passed by Congress.

Bill Gives Unions Veto In Minnesota

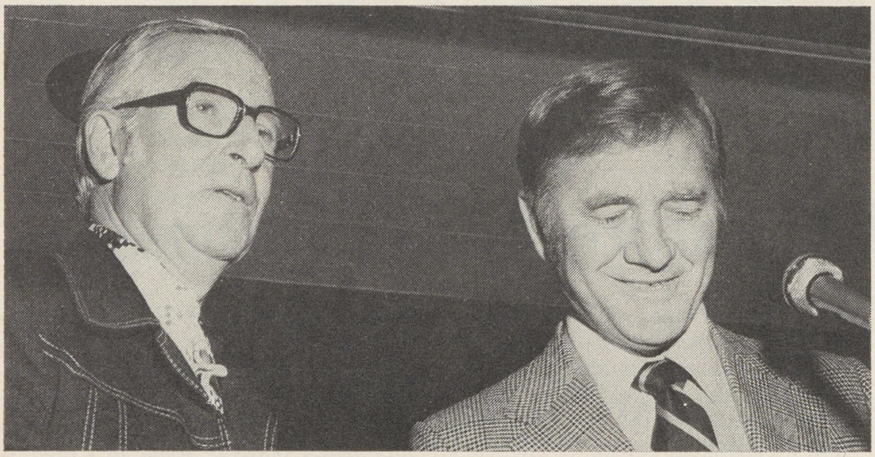
The Minnesota House of Representatives recently okayed legislation allowing labor unions to block the sale or merger of a company if the transaction threatens worker benefits or collective bargaining contracts.

Under the measure, a union must be notified 30 days before a proposed sale or merger is to take place. If it appears that benefits—such as pensions—or contracts would suffer in the new setup, the involved union has the machinery to go to court to block the transaction.

The legislation was expected to pass in the Minnesota Senate and receive the signature of Gov. Wendell Anderson.

MISCELLANEOUS

Phillie Meeting



Gordon G. Grubb (left), secretary-treasurer of Teamster Local 830 in Philadelphia, Pa., is shown introducing Dave Sweeney, IBT legislative director, to a recent membership meeting. Grubb appointed a committee to promote participation in DRIVE (Democrat-Republican-Independent-Voter-Education), the Teamsters Union political organization.

In New York

Teamsters Taking a Role In Heavy Driver Training

TEAMSTER construction local unions in New York State are taking part in a new program to provide truck driver training on heavy duty equipment.

Frank S. Harvey, secretary-treasurer of Teamster Local 649 in Falconer, N.Y., said the program is being sponsored jointly by the construction locals, the New York State Department of Transportation, and the state chapter of the Associated General Contractors.

Special attention will be given to recruiting trainees from unemployed and under-employed minority groups, Vietnam veterans, women and the disadvantaged, according to Raymond T. Schuler, state transportation commissioner.

Schuler said 75 trainees will be recruited initially for an 8-week course devoted primarily to off-road construction equipment. The program also will provide on-the-road experience in terms of safety and defensive driving, familiarization with state and federal regulations, and related aspects of the job.

Successful graduates of the course will receive Class I New York State licenses.

Schuler said the state agency and Teamster construction locals will subcontract with the Northeast Training Institute of Fleetville, Pa., to recruit and provide the actual training.

Trainees will be selected from contractor referrals and applications received by the school through affiliated Teamster local unions in New York.

Doubletalk Still Policy Of RTW'ers

The National Right to Work (for less) Committee still continues in all endeavors to espouse non-union working conditions.

The RTW group recently praised the grower-dominated American Farm Bureau Federation for rejecting what it called "National Labor Relations Act compulsion."

That's the quaint way in which the RTW'ers talk about the federal law which, if amended to cover farm workers, would open the door to free elections for them.

Search Plan Is Basic Key To Job Hunt

Workers seeking to find a precise job fully utilizing their talents and providing opportunity need a well-planned search to attain their goal.

That's the advice of the Labor Department's Manpower Administration in a new publication called, "Merchandising Your Job Talents."

The 24-page pamphlet presents techniques helpful to new job seekers and to experienced workers looking for a new position.

The publication may be purchased for 50 cents from: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—refer to stock number 2900-00220.

● Rehabilitation

The Rehabilitation Act of 1973 is designed to provide job opportunities for and eliminate job discrimination against qualified individuals who are physically or mentally retarded.

● Free Testing

Most state employment service offices provide free aptitude testing and counseling, according to the Department of Labor, in addition to listing job and training opportunities.

Safe Driver

Thomas Patterson, a member of Teamster Local 886 in Oklahoma City, Okla., recently completed an 11-year safe driving record of one million miles. Patterson is employed by Fleming Foods of Oklahoma City.

Carnation Agreement Renewed

Teamsters Union members employed by the Carnation Milk Co., in seven states recently ratified a new 3-year agreement giving them substantial wage gains and a cost-of-living clause in the last two years of the contract.

Howard Haynes, secretary-treasurer of Teamster Local 783 in Louisville, Ky., and head of the negotiating committee, said the new agreement also contains improvements in pension and health and welfare contributions by the company.

Local 445 Officer Writes

Mr. Fitzsimmons:

After we have had the opportunity to read the March issue of our *International Teamster* magazine, I wanted to write to you and express my appreciation for the detailed and concise programs and expressions in your five point recovery program. The articles are well-written in clear language which I'm sure will be understood by all who have read the magazine. Your feeling that we must wage war against inflation and depression with the same determination used in fighting a war on foreign soil is a well put expression of what we all must do.

We equally admire the remarks of General Secretary Treasurer Miller, Vice Presidents Mathis, Anderson, Gibbons, Weinmeister, Mock, Williams and Trerotola, and the other Teamster officials who contributed to the conference. I am sorry other commitments kept me from attending the conference, but the summaries and statements in the magazine have at least partially made up for not having been there in person.

Until I have the opportunity to express these thoughts to you in person in the not too distant future, please accept the appreciation expressed in this letter.

Fraternally,
Theodore G. Daley
Secretary-Treasurer

519 Member Speaks Out

One American citizen who believes in letting a U.S. Senator know how he feels is Bill Wright of Teamster Local 519. Sen. Jesse Helms, of N.C., recently circulated a letter asking for funds for an anti-union organization, and wrought the wrath of Brother Wright who sent a copy of his letter to the Senator to Teamster President Fitzsimmons and Secretary-Treasurer Miller. His letter appears directly below:

Senator Jesse Helms
U.S. Senate

Saturday
March 22, 1975

Mr. Senator:

I would like to have a minute of your busy schedule to respond to the letter from you dealing with concerned citizens and union officials.

Yes, I do have a deep concern for my country, I always have.

I am also proud, loyal and honored to be a member of Local 519, Knoxville, Tenn., International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

Starting with your opening line, you are saying we must unite for freedom's sake because in your opinion, that our days are numbered. We Teamsters are united and will not be harassed by any senator from North Carolina who opposes labor union officers and their actions.

Mr. Senator, I am disappointed that you haven't done your homework better than your statement about union officials grabbing control of government. What really is our biggest threat to our country is when senators and congressmen are elected to represent their states in the capitol and when they are seated they either criticize the freedoms enjoyed by Americans, or, spend their time and efforts to gain power in politics. I resent your referral to labor union bosses as being a threat to gain control at any level of government.

In all fairness to everyone, you should not classify a few men just because you have an opinion. You being an elected senator does not convince me that you know what you are talking about in whole or part of your letter. If you are really serious about your endorsing this financially troubled anti-union organization, then you do not have enough time to be a very effective member in the U.S. Senate. You are correct in saying there is an energy crunch right now. This piece of information in your letter is the only item that we agree on. Now really, how can you point your finger toward organized labor unions and their officers in their actions to represent their members. Mr. Helms, you have not been qualified or appointed to tell me that any labor union official has caused an economic crisis, energy crisis, money crisis, food crisis, unemployment and related hard times.

Don't you agree that I would sound stupid if I blamed all the bankers and politicians from North Carolina just because I was laid off from Nov. 1974 to February 1975 as a freight driver checker? Sure you would.

Let me ask you a man to man question, do you have a guaranteed income plus expenses as a U.S. Senator? Where does your salary come from and who wrote the negotiations into law providing your family with support whether you work or if you take time off to attend some bankers convention down in Raleigh, North Carolina? Now this should not be very difficult to explain because the taxpayers will accept you and pay you for taking time off. But, what would you tell your family if you were laid off or if the Senate was on strike because the taxpayers organized and said no paychecks till we have a balance in the economy?

I can't understand what you hope to achieve by this "energy crisis poll." Whoever is responsible for this junk mail surely must be an intellectual. If this person is on your staff, please give them some tax dollars and a few months off duty to conduct another poll for ill-logic and false information. I was very disappointed to see scare tactics such as "It just might keep your lights lit at home," used by James L. Martin, Exec. Vice-President of your anti-union drive.

By the way, Mr. Helms, I just read how you voted against the Senate Tax cut bill 60-29, aren't you proud of yourself? You haven't done anything in Senate roll call to prove to me that you are concerned about your state residents who earn $10,000 to $20,000. I have been informed by two of your constituents that you will reply to my letter.

Respectfully,

Bill D. Wright

cc: Frank Fitzsimmons
Murray W. Miller
Joseph Morgan

Legislation, Politics, Government

• WOMAN CABINET MEMBER

Carla Anderson Hills became the first woman cabinet member in 20 years when she was sworn in as Secretary of Housing and Urban Development in March. Previously, Mrs. Hills was an assistant attorney general.

• LEGAL COMPETENCE

Chief Justice Warren Burger is gaining increased support for his plan to bar incompetent lawyers from practicing in federal courts. The goal would be achieved by federal court adoption of a set of minimum requirements for education and experience before a lawyer could represent a client in a federal court.

• CAPITOL SPRUCE-UP

The great rotunda of the nation's capitol was painted this winter for the first time in 25 years. The paint job was part of a $341,000 project for sprucing up the structure for the bicentennial next year. Refurbishing also includes paint for the Senate and House rotundas as well as a new carpet in the Senate.

• AGE AND CREDIT

A bill has been introduced in the House to prohibit credit denial on the basis of age. The proposal, H.R.3386, was assigned to the House Banking and Currency Subcommittee on Consumer Affairs.

• CONNECTICUT'S SALES TAX

The Connecticut general assembly approved a 1-cent hike in the state sales tax—from 6 to 7 cents—effective April 1st. Connecticut's sales tax was 7 per cent in 1972 and 1973, then it was lowered in two steps to 6 per cent. Bringing it back to 7 per cent gives Connecticut the distinction of having the highest state sales tax in the nation.

• OIL PRICE PROBES

Three federal agencies are investigating possible fraud in the supplying of oil that may have cost consumers millions of dollars during the past two years. Making probes are the U.S. Customs Service, the Federal Energy Administration, and the Justice Department. A couple of grand juries already are working and more are expected to be impaneled.

• STATE TAXES PER CAPITA

The Tax Foundation says state taxes per capita averaged $352 last year, up from $127 a decade ago. The biggest percentage increase was in New Jersey where the state tax jumped from $77 to $279.

• CITY FISCAL CATASTROPHE

A clear-cut prediction of municipal fiscal catastrophe was made by the U.S. Conference of Mayors meeting in the nation's capital city. The organization says the state of America's economy will result in a $5 to $8 billion fiscal gap for major cities in 1975 despite increases in local taxes and cutbacks in basic city services.

For Your Information

Mail Swindles Thriving

The U.S. Postal Service reports that mail order swindle schemes are on the increase as depression deepens, the hustlers concentrating on phony pitches for work-at-home, correspondence schools and even chain letters.

Twelve persons, for example, were sentenced to prison terms in Indiana recently for fraudulent operation of a truck driving school. They offered training by correspondence and led victims to believe jobs were in the offing. All told, the Postal Service estimates, some 10,000 people lost $3 million in that operation.

Swindlers are pushing hard on the work-at-home kits which usually do not exist but lead to more letters of solicitation.

The most common chain letter in operation today is the "prayer letter" which includes a request to forward money or merchandise. Needless to say, only the originator of the chain ever reaps any benefits.

Khaki Fashion

Spring fashions for women have a military look, including an emphasis on khaki and olive drab colors.

Army colors are popping up not only in clothing but in makeup, pantyhose, and everything else in between.

A lot of the clothing is trimmed with epaulets, button down pockets and webbed belts.

Identification by Vibration

An Ohio man has invented an identification apparatus that relies on the characteristic vibration of the human body.

The system records for later reference the acoustical wave energy transmitted from one finger to another.

In tests, the procedure has identified a person standing on a doormat with one hand on a doorknob. If the frequency response passing through the body matches that recorded in memory, the person is admitted through the door.

Besides opening locks, the system can be adapted to computers for verifying credit cards and bank checks.

Vitamin C Effective?

Two reports published recently in the American Medical Association *Journal* concluded that Vitamin C has little merit in treatment of the common cold.

One of the reports covered a 9-month experience at the National Institute of Health in which healthy volunteers took Vitamin C daily. The other report was a review of previous studies dating back to 1938.

The NIH study using 311 volunteers concluded that the effects of Vitamin C on the number of colds "seem to be nil." At best, the vitamin has only a minor influence on the duration and severity of colds, said the report.

The second study of research in the past 35 years concluded "there is little convincing evidence to support claims of clinically important efficacy" of Vitamin C.

Testimony received by congressmen recently indicated that the nation's utility bills leaped $9.6 billion last year—or one and a half times the increase that occurred in the years 1948 through 1973 when the cost of generating electrical power was declining.

Super Flier

The largest known creature ever to have flown, an extinct winged reptile with a wing span estimated at 51 feet, was the pterosaur.

A fossil of the animal was discovered recently in Texas.

The pterosaur lived about 60 million years ago, according to scientists, and its size is derived from calculations of bones found in excavations at the Big Ben National Park.

Gambling Boom

The Nevada State Gaming Control Board says the nearly 15 per cent gain in gaming revenue recorded in Nevada the last three months of 1974 appears to be continuing.

Top hotels in Las Vegas and Reno are operating at occupancy rates of 90 per cent or more while most of the big casinos say their business is ahead of last year.

State officials say 15 new casinos are expected to open in Nevada this year, generating around $5 million in additional revenue.

According to a 1972 study by the Federal Power Commission, private power costs the average residential user 2.4 cents per kilowatt hour compared with 1.63 cents for public power.

● Auto Recalls

The National Highway Traffic Safety Administration has estimated that since 1966 auto manufacturers have summoned nearly 48 million cars for inspection and possible repair.

A report received by the Senate Commerce Committee from the General Accounting Office, however, concluded that only about a third of the vehicles have been taken back to dealers.

The nearly 48 million cars sought for safety reasons since 1966—when federal law required manufacturers to make recall efforts public—amount to more than half the 85 million autos sold in the United States during that time.

● Sun 'Rights'

An Iowa architect predicted recently that "sun rights" might become as valuable as water rights some day in the future.

Richard Jordison believes the day will come when liberal use of glass in construction will give way to new emphasis on thick, insulated walls. Windows would be a luxury used carefully to maximize solar energy.

The architect says the significance is that living in the shadow of a neighboring building would become a drawback and, therefore, rights to solar energy could become an issue among property owners.

When a couple planned to buy a $54,000 home in the suburbs of Washington, D.C., they asked 20 different lawyers what it would cost to search the property's title. All 20 lawyers said the job would cost $522.50. Now the couple and the government together are asking the Supreme Court to rule that minimum fee schedules for lawyers are illegal price fixing under the antitrust laws.

● College Costs

A survey by the College Entrance Examination Board has concluded that the cost of going to college next fall will be 6 to 8 per cent higher than a year earlier.

The largest increases will be at publicly supported institutions.

A poll of 2,400 colleges and universities found that this autumn average costs will be $4,391 for the year at 4-year private schools, $2,679 at 4-year public colleges, and $2,411 at 2-year public colleges.

Most of the expected increase will come in tuition and fees with other costs expected to have slight influence on the overall outlay.

● Hobby Boom

A trade association of more than 2,000 companies interested in the hobby business says retail sales of hobby materials have risen from $652 million in 1965 to $1.3 billion in 1974.

It is estimated that two of every five Americans now are engaged in some sort of hobby which benefits handicraft manufacturers, wholesalers, retailers, publishers and salesmen.

A number of major American corporations have seen the light of the hobby boom and moved in to "merge" with the more successful operations.

● Women in Medicine

A survey of the deans of medical schools in the United States indicates it is expected that 30 per cent of young doctors studying medicine 10 years from now will be women.

The study was conducted by the Association of American Medical Colleges. Also learned was that medical educators expect more faculty and staff members of medical schools to be women in the future.

● Food Packaging

Packaging of food went up an average of 33 per cent by weight for every American between 1963 and 1971 while the weight of the food inside the packages increased only 2.3 per cent in the same period.

The comparison was made by the Environmental Protection Agency recently to illustrate how energy and materials can be wasted through excess packaging, while at the same time more solid waste is created to throw away.

Food packaging has gone far beyond its original purpose of protecting and preserving a product. Now it is a manner of sales attraction as well as a method of increasing the ratio of profit.

The Food and Drug Administration is considering dropping the term "penny candy" from its regulations because inflation has made it obsolete.

● Beer Background

The first recipe for making beer was inscribed on Mesopotamian tablets for the making of "wine of the grain" about 7000 B.C.

Beer was a popular drink in ancient Egypt where legend held that it was a gift of the god Osiris.

In colonial times of America, among those who operated breweries were George Washington and Samuel Adams.

Today, the average American drinks 19.4 gallons of beer a year.

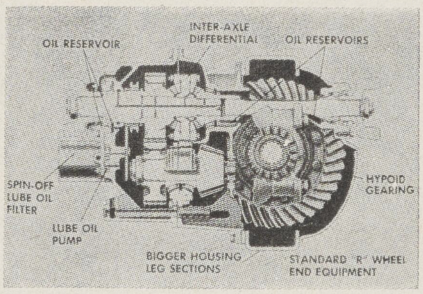
● Household Size Drops

The average household size in the United States has dropped below the three-person level for the first time in history, according to the Census Bureau.

The latest survey taken a year ago showed an average of 2.9 persons per household, defined by the Census Bureau as any group of persons occupying a single housing unit.

In the late 1700's, the average household in the U.S. was more than five persons.

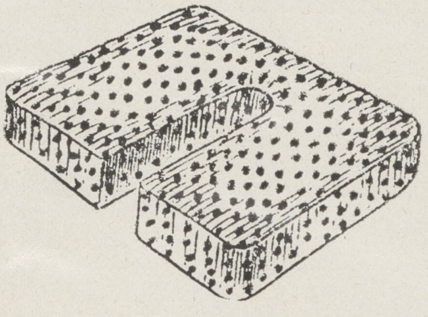
WHAT'S NEW



Heavy Duty Drive Axle

A tandem drive axle incorporating a pressurized and filtered lubrication system for heavy-duty trucks and over-the-road tractors has been introduced which, it is claimed, will handle 130,000 pounds GVW with engines up to 475 hp.

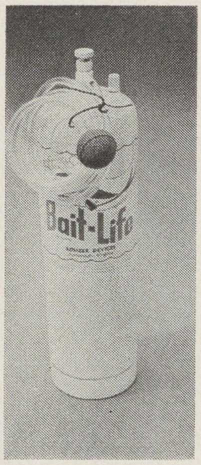
It delivers filtered oil under pressure to critical bearing surfaces of the inter-axle differential and is claimed to all but eliminate spin-out seizure. The cost is said to be about 8 percent more than a conventional un-pressurized system.



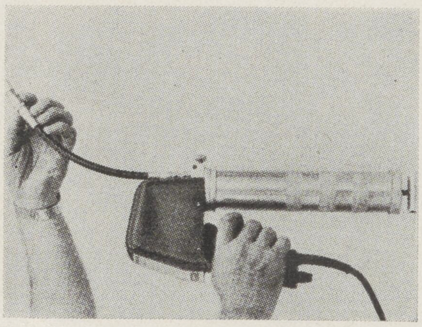
Trucker's Cushion

"Trucker's Delight" is the name given a polyfoam-filled, slotted, perforated vinyl-covered cushion which, it is claimed, "kills tailbone fatigue" and can be ordered according to your weight. It measures 15x19x2½ inches and comes in oxblood, tan and olive green. If you buy it at $12.95 and don't like it after 15 days, it may be returned for a full refund, states the marketer.

Portable Aerating Tank



The "Bait-Life" illustrated is portable, compact and easy to use for aerating water in a bait tank or bucket to keep bait alive longer or for any other purpose where water aeration is needed for comparatively short lengths of time. Lasts six to 12 hours and can be re-charged from any air hose at a filling station or marina. It would do as a standby aerator for a home aquarium during a prolonged power failure.

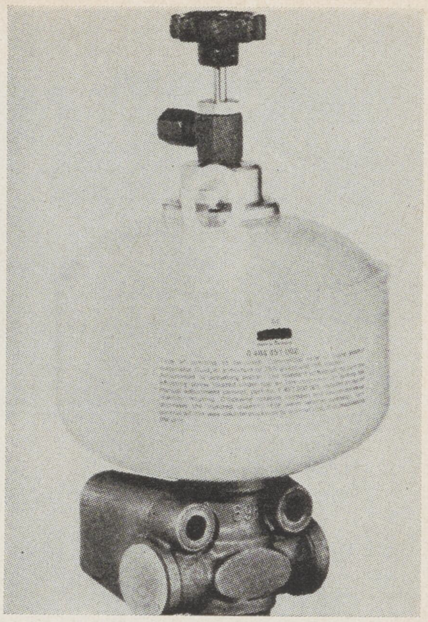


Electric Lubricator

A recently marketed electric lubricator comes in 2,000 psi and 4,000 psi models, operates off 115-volt AC lines. Swivel coupler assembly helps to reach bearing points, states the company.

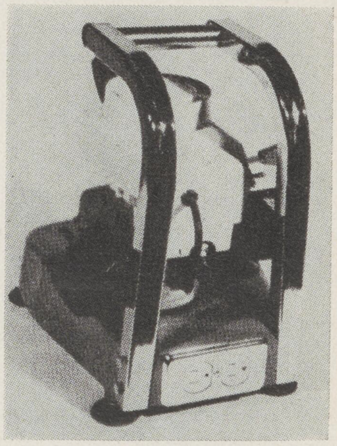
WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



De-Icer Pump

A new automatic de-icing pump that injects alcohol into a heavy-duty vehicle's brake system to prevent freezing of the air lines or valves is now available. The piston-type pump is activated by air pressure from the vehicle compressor.



Field Generator

A 25-pound generator with a 1250-watt output has been developed. The generator produces 110-volt, 60-cycle alternating current and is powered by a Roper 3.2 h.p. gasoline engine, the company says, and can deliver 12.5 amperes with surge power to 19 amps. Recommended uses for the generator are battery recharging, variable-speed hand tools, emergency lighting and power for cooling equipment.

LAUGH LOAD

He Was Well-Protected

The gypsy trucker said to the cashier at the roadside diner: "I don't have any money to pay for the dinner I just ate."

The cashier was unperturbed. "That's okay," she said, "we'll just write down your name and how much you owe on the wall and you can pay the next time you're in."

"Hey, I wouldn't like that," said the gypsy, "everybody will see it!"

"Oh, no they won't," shot back the cashier. "Your uniform jacket will be hanging over it!"

Shedding A Little Light

Burning the candle at both ends makes it twice as hard to keep a wife in the dark.

Speaking Two Languages

She was an auction fan; he a baseball fan. Reading the paper one night, she said: "Here's an item that says a pitcher brought $2,000 in a sale."

To which he replied: "His ERA couldn't be much!"

Hair Today, Gone Tomorrow

My aunt was like a flower: when she began to fade, she dyed.

Doggone Bad Luck!

Then there was the mentally disturbed poodle who couldn't be helped by the psychiatrist; he wasn't allowed on the couch.

A Perfect Salesman

The scene is a tobacconist's shop. A customer comes in and says: "Gimme a pack of Paul Mauls." Soon another comes in: "I'd like a pack of Pall Malls." A third comes in and says: "Let me have a pack of Pell Mells." The tobacconist handed over the pack.

A friend standing by said: "How do you pronounce the name of those cigarettes?"

And the tobacconist replied: "Just the way the customer does!"

MOVING? *Let Your Local Union Know!*

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME..

NEW ADDRESS..

....
City State Zip Code

OLD ADDRESS..

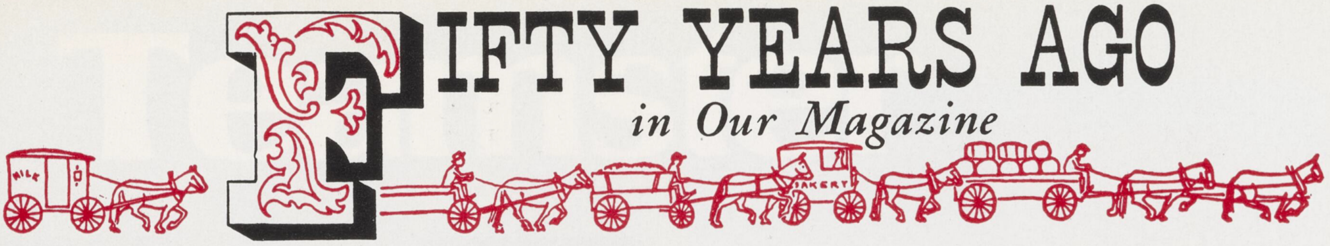
....
City State Zip Code

LOCAL UNION NO..

LEDGER NO..
(If unknown—check with Local Union)

NAME OF EMPLOYER..

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.



FIFTY YEARS AGO

in Our Magazine

VOL. XXII *(From the May 1925 issue of the TEAMSTER)* **Number 5**

Toward Stricter Laws for Highway Safety

CASUALTIES and accidents resulting from automobiles are increasing each month. In every state in the Union the death roll is increasing. Agitation is going on everywhere for stricter laws governing the operation of automobiles. We hope and trust that they will make the laws more strict because by doing so our members will be protected and the inefficient cranks will be driven off the roads.

I firmly believe that all chauffeurs should be licensed and put through a testing examination before being permitted to drive. Ninety-five per cent of the accidents are caused by individuals who have never driven before; youngsters sixteen and seventeen years of age; girls without the proper kind of mind balance, and other classes of "light weights" and freaks.

Any one with one hundred dollars may own an automobile, and although he may never have had any experience in driving a machine, he runs wild through the streets of the city and on the country roads, endangering the lives of sensible men and women.

Yes, we welcome stricter laws for those who operate machines, and we do so because we wish to protect the lives of the members of our families and the lives of the membership of our organization. No sensible person today is safe either when driving or when trying to cross a street.

Union men are the safest kind of chauffeurs and the sooner the public and the employing class realize this, the sooner will accidents be eliminated, or, at least, reduced. However, employers cannot hire first-class men as drivers for their trucks at $10.00 a week, because first-class men cannot live on such a wage and will not work for it.

But, while the public is willing to permit any kind of an unbalanced mind to handle and operate a machine, we will have a high death rate, which, to my mind, should be called murder, resulting from automobile slaughter, due to carelessness in most instances.

Old Age Pensions

To the Editor:

Much discussion is current on the subject of Old Age Pensions since the Fraternal Order of Eagles began an extensive campaign to bring about such legislation in the several states. I believe the experience of the International Typographical Union may be helpful in any consideration of proposals along this line.

At present the I.T.U., with a membership of approximately 75,000 printers in the United States and Canada, is paying pensions of $8 weekly to 2,500 aged members, all over sixty years of age. In the current year more than $1,000,000 will be expended from this fund. Ethically and economically the plan has been found right and sound.

If human civilization is worth preserving, among its ideals must be included the relief of suffering and the increase of human happiness.

Among the printers now drawing pensions from the International Typographical Union are men whose honest efforts to succeed in life were thwarted by adversities. Many of them have raised families and are men of generous impulses and other fine qualities.

An old age pension system maintained by the state would relieve the state budget of the excess overhead, inseparable from the maintenance of poor houses as well as the losses due to political interference, inefficient management and graft. It is not difficult to prove that the old age pension would be a cheaper form of relief than those agencies now in operation, but a weightier consideration concerns the saving in human grief, humiliation and degradation caused by the removal to the poorhouse, the wrecking of homes and breaking of family ties, the pressing of woe upon the unfortunate.

The writer takes pride in the old age pension campaign now being waged by the Fraternal Order of Eagles with its membership of more than 625,000, of which he is one, and hopes to see the day when this truly humanitarian reform will be effected in every state in the Union.

JAMES M. LYNCH,
President International
Typographical Union

Here's an Ideal

I have looked at this claim by the light of history and my own conscience and it seems to me, so looked at, to be a most just claim, and that resistance to it means nothing short of a denial of the hope of civilization.

This then is the claim:

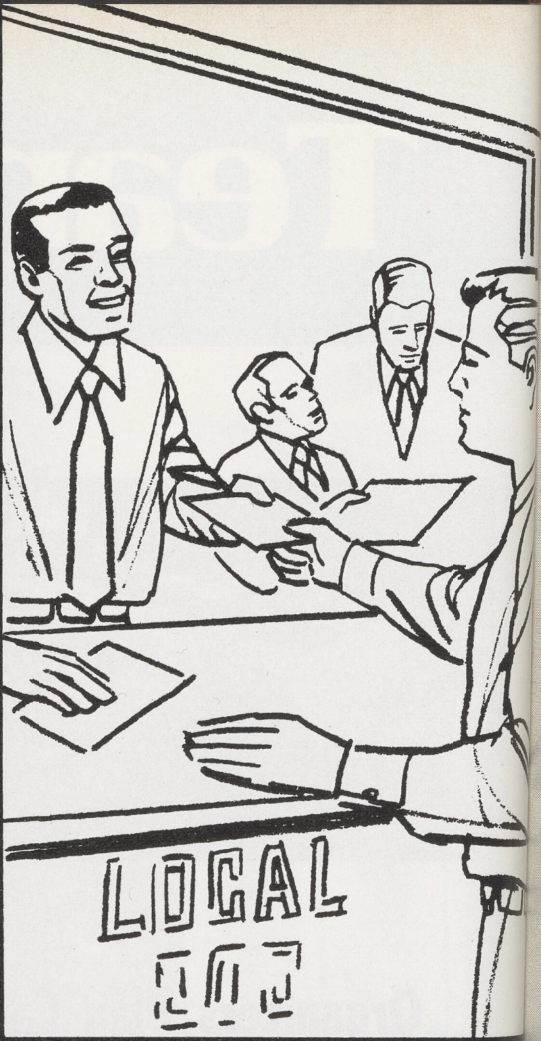
It is right and necessary that all men should have work to do which should be worth doing and be of itself pleasant to do and which should be done under such conditions as would make it neither over-wearisome nor over-anxious.

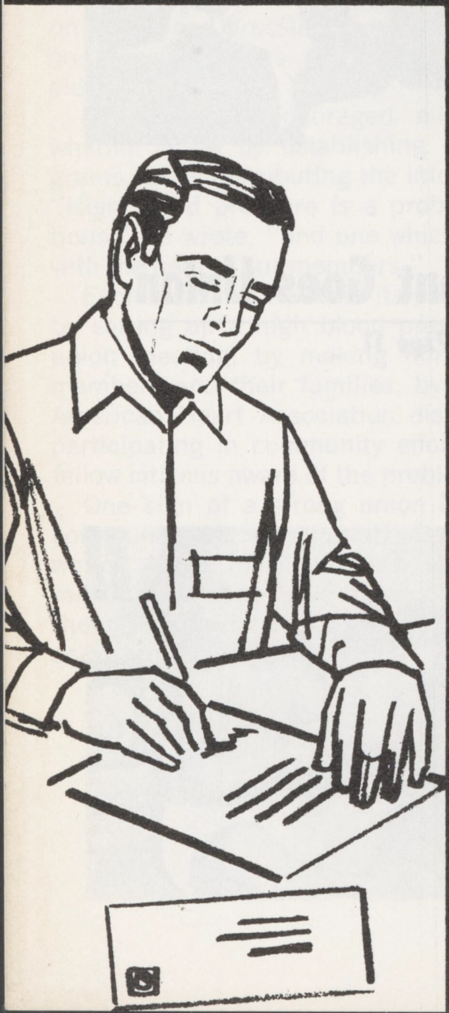
Turn that claim over as I may, think of it as long as I can, I cannot find that it is an exorbitant claim; yet if society would or could admit it the face of the earth would be changed; discontent and strife and dishonesty would be ended.—*William Morris.*

* * *

The trade union movement is a permanent organization; members die, officers are replaced by others; good times follow bad ones; firms pass out of existence, new ones take their places; individual firms merge into corporations and trusts, but the trade union movement continues to function. The welfare of the trade union movement does not depend upon a season or a period. It is like the government of a country, something which is permanent, as contrasted with the fluctuations in the fortunes of political parties. In this respect as well as in many others the trade union movement differs from the so-called company unions, which, like the political partisan, depend upon the dominance of a political party.—*John P. Frey.*

Get
a
Withdrawal
Card
From Your Local Union
When Leaving the Craft





When You Move
Notify Your
Local Union
# of Your
New Address

Labor News in the Headlines

UNDATED	Unable to blame the workforce for current inflation-depression following a 3-year wage control era, business-oriented publications are now trying to put the onus on labor for any future economic troubles in the United States. A mid-May issue of Business Week magazine, for instance, developed a lengthy article on the subject of a prospective "wage-wage spiral."
NEW ORLEANS, LA.	A federal appeals court ruled that maids and janitors must be paid the same wages even though their jobs are not exactly the same. The case involved a Texas company. The ruling upheld a district court decision that the company's maids and janitors performed equal work within the meaning of the federal Equal Pay Act.
UNDATED	The highest paid executive in the United States is Michel Bergerac, president of Revlon. He gets $1,595,000 a year. That's $797.50 per hour, $13.29 per minute, etc.
ANCHORAGE, ALASKA	After 15 million man-hours of work in the past year, the first mile of the 798-mile trans-Alaskan oil pipeline project has been completed. It will be two more years before the $5 billion construction job is finished.
WASHINGTON, D.C.	Nine of every 10 collective bargaining agreements covering public employees working for state and local governments contain grievance procedures, but only 7 of every 10 provide for arbitration, according to a recent study by the Bureau of Labor Statistics.
DOVER, DEL.	Wage earners in Delaware seem to be abandoning the state's lottery—perhaps because they do not like the tremendous odds against a ticketholder winning anything. Instead of selling 300,000 tickets a week as was expected by the state, fewer than 50,000 are being sold.
CAMBRIDGE, MASS.	Now comes another Harvard University egghead with a bright idea on how to stick it to people. Martin Feldstein, economics professor, proposes that unemployment compensation be taxed like any other income. He asserts that because such compensation is untaxed, it has become an "incentive" to avoid looking for work.
UNDATED	The National Education Association, with 1.8 million members, and the American Association of University Professors, with 85,000 members, reportedly are discussing the possibility of merger.
BOSTON, MASS.	For nearly 100 years, American unions have fought industry's time clocks and now appear to have won. The manufacture of time clocks by Boston firms is skidding lower and lower in number.
LONDON, ENGLAND	Striking secretaries at a doctor-owned medical building led an active duck on the picketline. Around the duck's neck hung a small placard reading: "Our doctors are quacks when it comes to dealing with secretaries."
WASHINGTON, D.C.	Contracts covering more than 600,000 workers employed by the United States Postal Service will expire July 20th. As a practical matter, negotiators are trying to reach agreement on a new contract before June 20th because the two major unions involved need 30 days to go through the process of ratification.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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**Ounce of Prevention
Can Poison-Proof
Your Home**

**Editorial material should be addressed to:
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FROM THE FIELD

LONG-HAUL DRIVER SAVES 3 IN FLOOD

Bobby G. Smith, a member of Teamster Local 574 in Cape Girardeau, Mo., was credited with saving the lives of three people during a flood in Mississippi recently.

Smith, an over-the-road driver for Arkansas Best Freight System, Inc., was on a run from Memphis to Vicksburg when he came upon an auto with three occupants stalled in rising flood water washing over the highway about midnight. Smith maneuvered his truck so its headlights would shine on the car which had been washed off the highway and onto the shoulder. He then stepped out of the cab and waded to the car.

Unable to open the doors of the auto, Smith pulled all three occupants through the door window even as the water was rising to the glass.

Smith carried the woman passenger and led the two men passengers to safety only a couple of minutes before their car was washed away.

LONG-TIME TEAMSTER DIES IN CALIFORNIA

Millard H. Gardner, president of Teamster Local 684 in Eureka, Calif., died recently at the age of 56.

Gardner first joined the union in 1946. He was elected president in 1971, holding the post until his death.

HERO CITATIONS GO TO 3 DRIVERS

Three members of Teamster Local 56 in Sheboygan, Wis., received awards for heroism recently at a banquet sponsored by their employer, Motor Transport Co. Honored were Keith Herbst, Jack Grandlic and Tony Roberts. All are truck drivers and were cited for their action after spotting a fire in a nearby stables.

The Teamsters alerted the fire department and then awakened people sleeping in houses adjacent to the barn, then assisted in saving horses quartered in the stables.

The owner of the stables wrote a letter of appreciation, commenting: "Without their help, none of us nor the horses would have survived. These drivers stopped and ran a quarter mile down the road to my farm and awoke me and also tenants in the other house.

"They also helped to get the horses out of the adjoining building when it burst into flames. . . . They saved the lives of five people and also the 18 horses."

ALASKA LEADER IS LAW PANELIST

Jesse Carr, secretary-treasurer of Teamster Local 959 in Anchorage, Alaska, was one of six panelists at the 8th annual Pacific Coast Labor Law Conference held recently in Seattle, Wash. The subject was: "Organization and Representation of Employees."

LOUISVILLE LOCAL GIVES 20-YEAR PINS

Some 32 members of Teamster Local 89 in Louisville, Ky., were honored in special ceremonies recently as they were awarded pins for 20 years' membership. The pins were handed out by Paul Priddy, president.

MINNESOTA TEAMSTER HEADS V.F.W. POST

Robert D. Ward, a member of Teamster Local 120 in St. Paul, Minn., recently was elected post commander of V.F.W. Post No. 159 in Minneapolis, Minn.

Ward is an over-the-road driver for Briggs Transportation Co., of St. Paul.

FORMER TEAMSTER OLDEST SCOUTMASTER

A Teamster who took a withdrawal card from the craft in 1951 at the age of 71 is the oldest Scoutmaster in the nation and was so honored recently.

He is Sidney Loman, 95, an old-time member of Teamster Local 542 who was transferred to Teamster Local 36 in San Diego, Calif., when the latter local union was chartered in 1946.

Loman, now confined to a wheelchair, lives in Massachusetts.

GOVERNOR APPOINTS TEAMSTER OFFICER

Leo Sweeney, secretary-treasurer of Teamster Local 378 in Olympia, Wash., recently was appointed by Washington Gov. Daniel Evans to serve on the Governor's Safety Board.

STATE OF MARYLAND COMPLIMENTS OFFICER

The Maryland State House of Delegates recently passed a resolution applauding the appointment of Leo DaLesio, secretary-treasurer of Teamster Local 311 in Baltimore, Md., as president of Teamster Joint Council 62.

CHARTER MEMBER TAKES RETIREMENT

Woodrow M. Anders, a charter member of Teamster Local 549 of Kingsport, Tenn., retired not too long ago after 41 years' employment at Mason & Dixon Lines, Inc.

Anders, No. 1 man in seniority of the company's road drivers, helped organize that company.

LIONS CLUB HONORS MINNESOTA MEMBER

Al Hyster, recording secretary of Teamster Local 638 in Minneapolis, Minn., received an award recently for the great effort he has put into Lions Club programs in his area.

Hyster is second vice president of the St. Louis Park Lions Club.

Ray Johnson, secretary-treasurer of Local 638, said: "I feel that when men like Al Hyster become involved in community projects, the good it does goes far beyond their own area. . . ."

OBSERVATIONS OF THE GENERAL PRESIDENT

I HAVE COME to the conclusion that two different worlds exist right here in the United States.

One is the nitty gritty world of the American worker where reality exists at every turn. That reality takes the form of no job and no paycheck for many, many men and women, breadwinners with children at home depending upon their earning power.

The reality takes the form of ever reduced purchasing power for those workers fortunate to have a job; and it takes the form of insecurity from not knowing how long they will be employed.

The unemployed have seen their health and welfare plans evaporate as employers quit paying the premiums. They wonder each day when their autos or household appliances will be repossessed because they cannot meet the payments.

Insidious inflation has wiped away dreams of a college education for many children of American workers. Those approaching retirement wonder if their pension checks will sustain them in a market place where the price of everything rises day by day.

That is one world. But there is another.

It is the world of the Washington, D.C., inhabited by the decision makers. Many of them are products of family fortunes which catapulted them into politics.

Many are professionals who sprang from a college education to a law office, for example, and then into the Congress or the Senate without ever having had a work experience.

Their paychecks are constant and high enough to cope with inflation. The fringe benefits are the envy of the world.

In short, in most instances, their lifestyles and their experience is entirely foreign to that of American workers. Yet, the American worker—employed or jobless—must look to the world of Washington, D.C. for answers to very real and drastic problems.

Is it any wonder, then, that the urgency of the world of the American worker is not understood in the world of the national politician? Is it any wonder that the intrigue and the excitement of debate and the game of politics take precedent over the needs of the people?

That is the problem—the problem of the American people communicating the urgency of the situation into the world of Washington, D.C.

The American worker needs a way to break through the barrier right into the Washington, D.C., cocktail circuit with the following message:

"Out in the heartland of America is the real world, and the going is tough."

Frank E Fitzsimmons

Economics of Deregulation

Teamster General Executive Board Holds Regular Quarterly Meeting

THE TEAMSTER General Executive Board held its regular quarterly meeting late in April in Miami, Florida, amid rising unemployment and inflation.

Both high joblessness and inflation were main topics of discussion among the area vice presidents sitting on the general executive board.

General President Frank E. Fitzsimmons outlined the long-range dilemma of the American worker when he told the board:

"I don't know how the American worker would cope with the situation even if unemployment were wiped out tomorrow. He would still be faced with runaway inflation which has wiped away his purchasing power."

Fitzsimmons compared the worker's present day situation to the man who came back from the race track saying: "I had a pretty good day. I only lost 50 dollars."

The Teamster general president told the board members that the only way is to double or triple the wages of the workers, "and that would set off another round of inflation."

Fitzsimmons, long an advocate of economic controls, reiterated his stand which would freeze prices at present levels, roll back prices where profits have been excessive, and allow for wage catch ups to reestablish a balance between prices in the market place and workers' purchasing power.

The General President discussed the economic situation in light of daily negotiations by local union affiliates and in reference to upcoming negotiations for a renewal of the National Master Freight Agreement. This agreement expires March 31, 1976, and the union is already deep in preparations for those negotiations.

Another area of concern discussed by members of the general executive board was the government's proposals to deregulate the transportation industry.

Fitzsimmons outlined the dangers in such a move, placing particular emphasis on the disastrous effect deregulation would have on the wages and fringe benefits of Teamsters employed in Trucking and in the nation's airlines.

"Deregulation will establish cutthroat competition as the order of the day in transportation," Fitzsimmons said. "Where we have through negotiations been able to equalize wages and remove them as a factor in competition between the carriers, deregulation will make cheap labor the first order of business in competition between carriers of all kinds."

Fitzsimmons urged each vice president to return to his area and explain the dangers to local union affiliates. He suggested that all members write their congressman and senators urging them to scuttle any attempt to deregulate the transportation industry, while allowing that there are some rules and regulations which are antiquated and could be updated.

Board members heard a comprehensive report from Murray W. Miller, general secretary-treasurer, on the activities of his office since the last meeting of the board.

Other reports were made to the general executive board by the IBT legal and legislative departments.

STATE OF THE UNION

Arizona Meeting

Construction Proposal OK'd by Policy Group

A PROPOSAL for a new National Construction Agreement was approved by the policy committee of the National Division of Building Material and Construction Drivers meeting recently in Phoenix, Ariz.

More than 150 delegates attended the 3-day meeting to discuss contract needs. The current agreement expires this June 30th. Negotiations already are underway, according to Thomas E. Owens, director of the Teamster division.

Teamster General President Frank E. Fitzsimmons attended the construction meeting, speaking at both the business session and a banquet.

He discussed both the state of the nation's economic problems and the recent history of the Teamsters Union's efforts to join in reaching solutions. He complimented the delegates for their good work in the construction industry.

IBT Vice President George Mock of Sacramento, Calif., also was on hand for the meeting and addressed the business session briefly, urging the local union representatives to police their jurisdiction.

Other speakers included William Bell, director of industrial relations for Bechtel Corp., and John Matich, president of the Associated General Contractors of America.

Arizona Gov. Raul H. Castro appeared to give a personal welcome to the division delegates. Arizona Joint Council 71 was host for the meeting.

General President Frank E. Fitzsimmons is shown speaking to 150 delegates attending the policy committee meeting of the National Division of Building Material and Construction Drivers. Chairman of the meeting was Thomas E. Owens, director of the division.

Proposals for a new National Construction Agreement were approved by these delegates at a recent meeting in Phoenix, Ariz. The current contract expires June 30th and negotiations already are underway.

● Certification

Teamster Local 710 of Chicago, Ill., recently was certified as the collective bargaining representative for seven office workers employed by Meyer Bros., Scavenger Service, according to William Joyce, secretary-treasurer of the local union.

● In California

Workers employed by Johnnie Cunningham Trucking in Oakland, Calif., voted overwhelmingly for representation by Teamster Local 70 in a recent National Labor Relations Board election, according to Chuck Mack, secretary-treasurer of the local union.

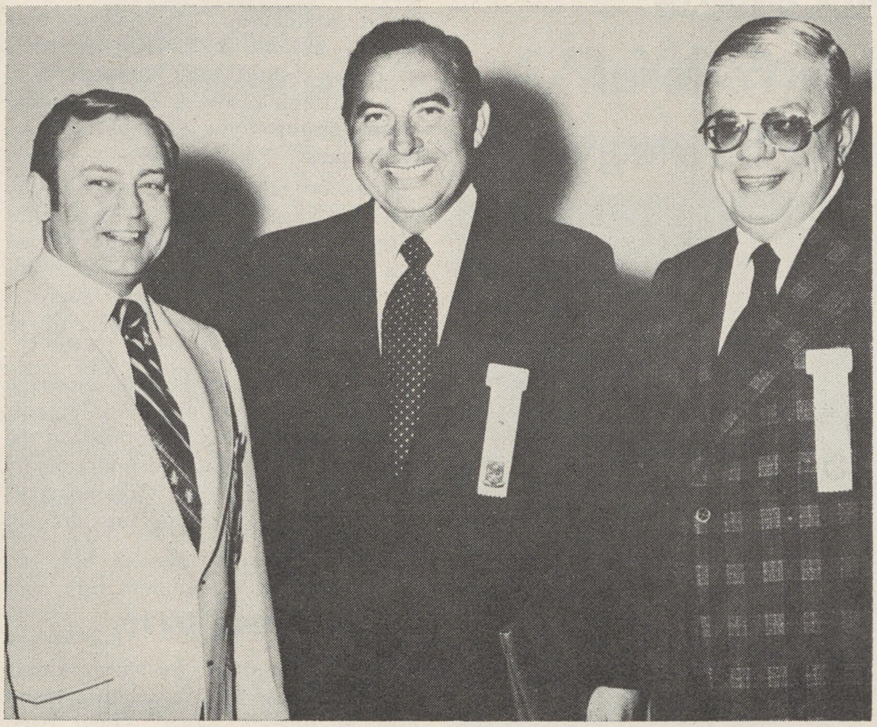
Overwhelming Win Tallied By Local 158

Workers employed by Act General Maintenance, Inc., a general maintenance firm in Cardiff, N.J., voted overwhelmingly for representation by Teamster Local 158 of Philadelphia, Pa., in a recent election.

Edgar Stewart, president of the local, said the National Labor Relations Board ballot covered 60 workers. The vote count was 54 to 2 in favor of the union.

Included in the bargaining unit are porters, polishers and window washers.

Conventioneers



IBT Vice President Weldon Mathis (center) represented Teamster General President Frank E. Fitzsimmons as the main speaker before the recent convention of the Laundry, Dry Cleaning and Dye House Workers International Union. Flanking Mathis are Bruce P. Davis, former Teamster organizer and president of Laundry Local 150 in Minneapolis, Minn., and Gus Zapas, Laundry Union general organizer.

Bargaining Ruling Won By Maine Local

Teamster Local 340 of So. Portland, Me., won a National Labor Relations Board ruling recently in a case involving Bayside Enterprises, Inc., and Penobscot Poultry Processing, Inc., of Belfast, Me.

The Board ruled that the employer violated the law by refusing to bargain with the Teamster affiliate representing a unit of feed truck drivers.

At issue in the case was whether the drivers were agricultural laborers within the meaning of the law. The administrative trial judge, upheld by the Board, ruled that the delivery of feed to farms under contract could not be considered the performance of practices on a farm incidental to or in conjunction with farming.

The employer was ordered by the Board to cease the unfair labor practices and bargain with Local 340 upon request.

● Clerical Win

Office workers employed by Select Union Foods of Eureka, Calif., voted unanimously for representation by Teamster Local 684 in a recent National Labor Relations Board ballot.

● In Wisconsin

A dozen employees of Wood County Farm Supply Cooperative in Vesper, Wis., voted overwhelmingly for representation by Teamster Local 354 of Stevens Point, Wis., in a recent National Labor Relations Board election, according to Harry Marciniak, secretary-treasurer of the local union.

Offtrack Betting Agreement

Teamster Local 803 of New York City recently signed a 2-year contract providing substantial wage gains for 450 members employed by the Offtrack Betting Corporation.

Vincent Trerotola, secretary-treasurer of Local 803, said the agreement was made retroactive to last July 1st when the union was certified as the bargaining agent for the supervisory personnel.

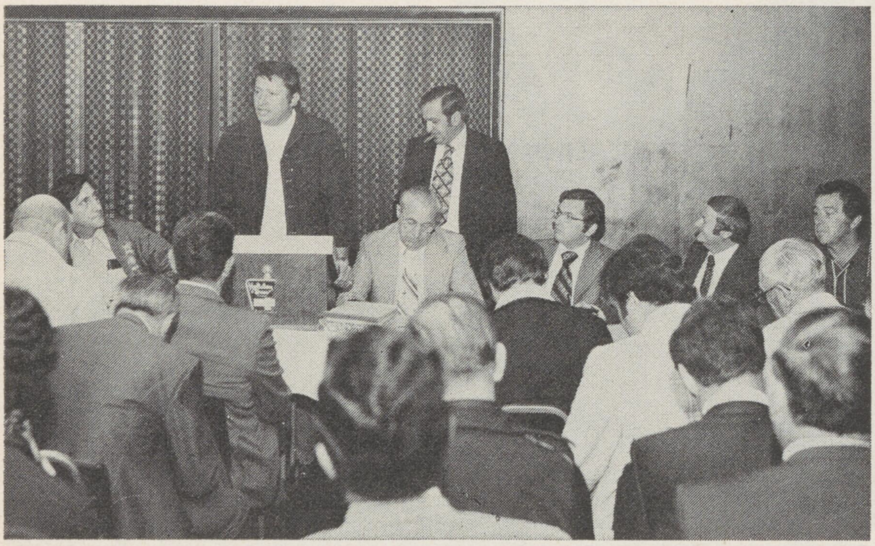
Trerotola said the agreement also includes health and welfare benefits as well as other standard language normally negotiated in Teamster agreements.

Retiree Banquet

IBT Vice President M. E. Anderson (left), director of the Western Conference of Teamsters, presents a plaque to George Sebestyen (beard), retiring after 40 years of Teamster leadership. On hand were Mrs. Sebestyen and William McCollum, Sebestyen's successor on the WCT policy committee.

Locals, Joint Councils Attend

Tenn. Meeting Plots Federal Express Organizing Strategy



Local union, joint council, area conference and International representatives met in Memphis, Tenn. recently to discuss the progress of the organizing campaign at Federal Express Corp of Memphis. Delegates take notes as Dave Hodgins, Southern Conference organizer, makes a point. Shown at the speaker's table are, from left to right: Norman Goldstein, assistant director of the IBT Organizing Department; Hodgins; Norman Greene (standing), executive assistant to the area director, Central Conference; Joe Cotter, administrative assistant to the area director, Eastern Conference, and Eastern Conference coordinator; Robert Baptiste, IBT labor counsel; M. L. Griswold, director of Airline Division, and Tony Zivalich, Southern Conference organizer and coordinator.

Teamster organizers are currently preparing for a vigorous organizing campaign at the Federal Express Corporation in Memphis, Tenn.

Representatives from 48 Teamster locals, Joint Councils 38, 40 and 54, the IBT's Legal and Organizing Departments, and the Central, Eastern, Southern and Western area conferences met recently in Memphis to discuss the latest progress in the organizing campaign.

The campaign to unionize the freight company's workers has been given "top priority" by both General President Fitzsimmons and the Teamsters' General Executive Board.

When the Board convened in Palm Springs in January, it directed M. L. Griswold, Director of the Airline Division, to conduct the organizing campaign. The International's organizing department and all area conference coordinators were asked to participate with him in this effort.

Federal Express employs approximately 1,300 employees nationwide. The Teamsters have filed a petition with the National Mediation Board to organize 183 mechanics and warehousemen, including checkers, unloaders and sorters, at the Memphis headquarters. The International also is attempting to organize Federal Express couriers nationwide. This effort involves 300 to 400 men who deliver the company's packages.

The company is engaged in a vigorous campaign, using union-busting techniques at every turn. Action now is pending appointment of a mediator to set up the machinery for an election by the mechanics and warehousemen.

Federal Express represents a novel approach to freight operation since it combines features of three types of companies—airlines, freight forwarders and motor carriers—into a unique well-integrated delivery system.

The concept includes package pick-up and delivery and a single terminal operation, with Memphis as the hub. From there, airlines process the packages and pick up shipments for their return destinations. The pick-up and delivery system has been fashioned after that of the United Parcel Service. It is provided within a 25-mile radius of the airport by a fleet of 350 delivery vans.

The company concentrates on the small package segment of the freight industry, carrying at present parcels that weigh less than 70 pounds. Federal Express currently serves approximately 100 cities with its fleet of 35 Falcon jets.

Federal Express's unique approach to rapid delivery of freight shipments has already had a great impact on the movement of freight and undoubtedly will continue to do so. Organizing its workers is a top organizing aim for the Teamsters.

● Boston Win

Workers employed by North American Industries, Inc., a manufacturing firm in Everett, Mass., voted overwhelmingly for representation by Teamster Local 379 of Boston, Mass., in a recent National Labor Relations Board election.

Paul V. Walsh, Local 379 organizer, said 31 production and maintenance workers were eligible to vote. The tally was 28 to 3 in favor of the union.

Kidney Benefit

Oregon Teamster Joint Council 37's ladies auxiliary conducted its fourth annual "Kidney Benefit" recently and collected $2,487 to be turned over to the Kidney Assn., of Oregon. Presenting the check to Chuck Foster are Freida Dennis (left), chairman of the affair, and Geraldine Eggelston, president of the auxiliary.

Wyoming Teamsters Win Ruling

The National Labor Relations Board ruled that Husky Oil Co., of Cheyenne, Wyo., unlawfully discharged George Roberts because of his membership in and activities for Teamster Local 308 of Casper, Wyo.

The decision upheld the findings of the administrative law judge.

Contrary to the judge, however, the Board found additional violations. It was ruled that the company violated the law by interrogating a worker about union activity, threats, and other miscues.

Husky Oil was ordered by the Board to cease the unfair labor practices and to offer Roberts reinstatement and reimbursement for losses suffered as a result of the discrimination.

Driver 'o' Year

Alva T. Crotts, a member of Teamster Local 886 in Oklahoma City, Okla., recently was named "driver of the year" for that state by the Associated Motor Carriers of Oklahoma. Crotts, a driver for M&D Motor Freight and Transcon Lines over a 36-year period, recently received a 31-year safe driving award. He has been a member of Local 886 for 36 years.

At Texas Plant

$22,000 Backpay Awarded Anheuser-Busch Workers

Happy to receive $22,000 backpay are Teamsters Jerry Choate (left) and James Cherry (right) flanking Renato Cuellar, president of Teamster Local 919. The local union successfully pursued a discriminatory discharge of the two by their employer, Anheuser-Busch.

TWO members of Teamster Local 919 in Houston, Tex., were awarded a total of $22,000 in backpay to settle a dispute with the Anheuser-Busch plant.

Jerry Choate and James Cherry, beer brewers, were fired after being observed away from the brewery on July 4th, 1974, at a time when it was presumed they were at work.

Choate and Cherry were part of a crew of 31 employees called in to work on the national holiday. They departed after completing their assigned tasks prior to the end of their 8-hour shift.

Renato Cuellar, president of Local 919, appealed the discharges to the National Multi-Plant Grievance Panel established under the contract. The case was deadlocked.

An arbitrator eventually was called in to consider the dispute and, following his review, ordered Anheuser-Busch to reinstate the two Teamsters with full backpay for all time lost. The $22,000 amounted to 26 weeks' pay.

"In view of the common understanding in the brew hall that employees were free to leave after completing their work on the rare occasions when they were working on holidays and other days of light work loads," noted the arbitrator, "I find the employees did not abuse the unwritten privilege afforded them."

It was noted by the arbitrator, also, that on the day on which Choate and Cherry were discharged, some 16 other employees had left early upon completion of their tasks without penalty of any kind.

● Appealing

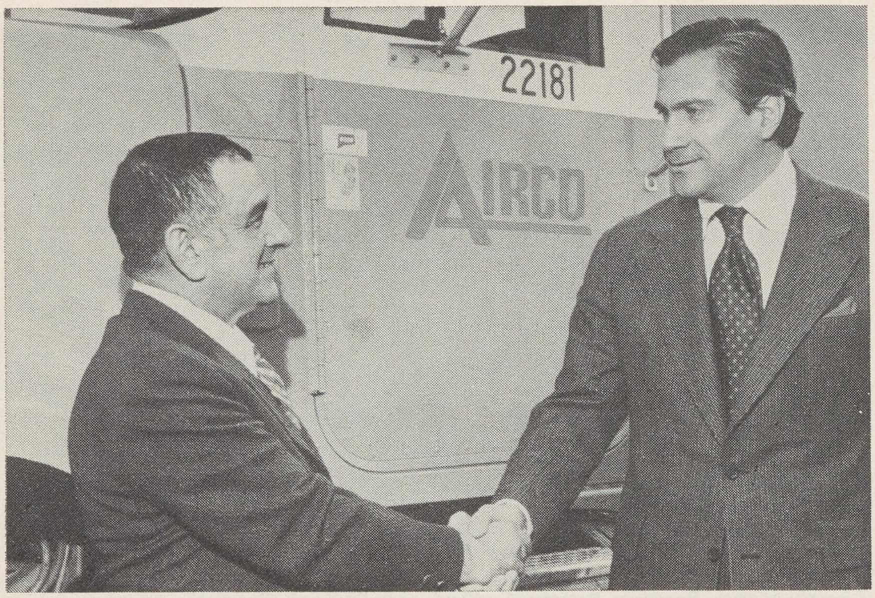
To file an appeal from a decision regarding an unemployment insurance claim, the Labor Department advises that a worker should write or visit the local employment security office where the claim was filed and give notice of desire to appeal.

● BLS Task

The Bureau of Labor Statistics collects and analyzes data on employment, manpower, labor requirements, labor force composition, hours of work, compensation rates, prices, living conditions, labor-management relations, productivity, occupational safety and health, and economic growth.

Mr. Super Safe

First 3-Million-Mile Clubber Hails from Phillie Local 107



Teamster Dominic T. Lattanze (left), the first truck driver to be inducted into the National Safety Council's "Three Million Mile Club," receives congratulations from Richard V. Giordano, president of Airco, Inc.

THE first 3-million-mile safe-driving award bestowed by the National Safety Council recently was awarded to a member of Teamster Local 107 in Philadelphia, Pa.

He is Dominic T. Lattanze, a driver for Airco, Inc., industrial gases facility at Claymont, Del.

Lattanze's honor represents 36 years of accident-free driving. His induction into the "Three Million Mile Club" was the first in the 62-year history of the National Safety Council.

In recognition of the Teamster's remarkable road achievement, Lattanze was invited to visit the company's headquarters at Montvale, N.J., where he received the personal congratulations of Richard V. Giordano, Airco president, as well as a $1,000 cash award.

Teamster Case

Phony Training Program Fails Anti-Union Effort

TEAMSTER Local 692 of Long Beach, Calif., won an unusual case before the National Labor Relations Board recently in which a container steamship operator tried to beat the union with bait'n'switch tactics.

The Board ruled that United States Lines, Inc., violated the law through certain conduct of its eager freight manager and that such conduct interfered with a representation election conducted by the NLRB.

The administrative law judge, upheld by the Board, ruled that all the violations occurred after a hot-shot manager was transferred from the steamship line's main office in Oakland, Calif., to replace the manager at Long Beach.

It was determined by the judge that it was not a situation, as the company argued, where a new manager attempted to correct past inefficient and unproductive practices.

Rather, said the judge, the new manager presented a "training program" as an alternative to representation by the Teamster local union. But the training program was in fact not business-oriented and was all but nonexistent even by the time of the NLRB hearing—six months after the manager promised its immediate institution.

It was found that the new manager solicited grievances from employees, promised to transfer another worker to a more desirable job, and promised other employees they would be given an opportunity to receive "training" for other positions where they could earn higher wages.

The manager asserted he had the backing of the company's main headquarters in his project, and then came the switch: He threatened that he could not institute the training program or any other changes if the union became bargaining agent for the workers.

Furthermore, the manager threatened another worker with the loss of her job if she did not attend a cocktail party where he was launching his anti-union ideas, and finally, he attempted to use two other workers as Judas goats to persuade other workers to seek postponement of the election.

United States Lines was ordered by the Board to cease the illegal activity and a new election was ordered.

North Carolina Farms Out Health Program

The State of North Carolina has farmed out the administration of its federal-state medicaid program to a private company.

A contract was signed by the state with a Los Angeles-based company to run the program on a fixed cost risk basis.

The agreement is that North Carolina turns over its $405 million medicaid budget for the next two years to the firm which will distribute the funds.

The company must pay any excess costs, but it can keep 25 per cent of any money it manages to save through projected computerized controls it plans to put on claims.

3rd Ballot

Dixie Cup Employees Vote for Teamsters

Here's the in-plant organizing committee that spurred the Teamster representation election victory at Dixie Cup (left to right): Virginia Carpenter, Carl Crowe, Earl Vance, Shirley Smith, Bill Speck, Walter Hundley, Madlyn Scott, James Shadoan, Local 651 President Ken Silvers, Jane Gabbard, Gene Gabbard, Emma Mitchell, Ruby Lainhart, Local 651 Business Agent Al Catron, Judy Marcus, Ronnie Maupin, Randy Simpson, Larry Douglas, Billy Thompson, Dave Giggs and Art Dailey.

PRODUCTION and maintenance workers employed in the Dixie Cup plant operated by the American Can Co., at Lexington, Ky., voted for representation by Teamster Local 651 recently.

Ken Silvers, president of Local 651, said 429 workers were eligible to vote in the election conducted by the National Labor Relations Board. The vote was 202 for the union and 178 against.

It was the third ballot attempt by the Teamsters at the Dixie Cup plant which has operated non-union since it was constructed 17 years ago.

Silvers said the first election in 1973 lost by a spread of 13 votes. Another ballot a year later saw the Teamsters lose by 25 votes.

Management began making mistakes in its treatment of the production and maintenance workforce, however, and the third time around proved to be charmed for Local 651.

Silvers was high in praise of the hard-working in-plant committee that inspired the election victory with solidarity and dedication.

The Dixie Cup plant in Lexington is but one of American Can's 143 manufacturing plants operated around the country. Altogether, some 47,000 people are employed by the corporation.

American Can's net sales last year were more than $2.6 billion, putting the company in the top 20 per cent of the annual listing by *Fortune Magazine*.

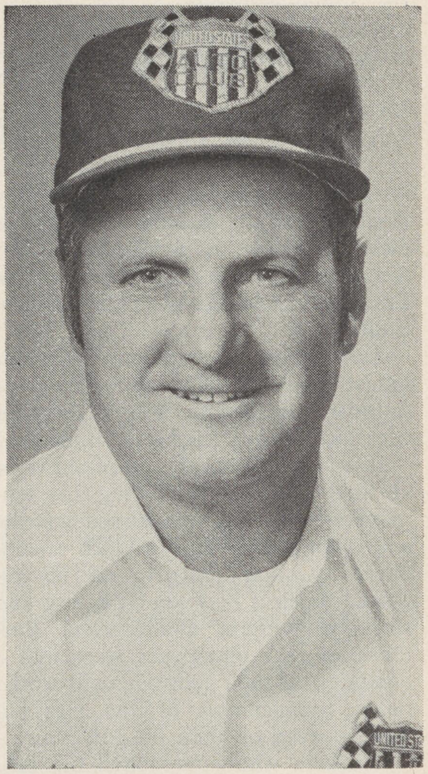
Weintraub Appointed Advisor

Norman A. Weintraub, director of the Teamsters Union research department, has been appointed to the Economic Advisory Board of the Department of Commerce.

The appointment was announced by Commerce Secretary Rogers C. B. Morton.

The Economic Advisory Board is comprised of professional economists from the corporate, financial, labor and academic communities. It meets approximately four times a year to advise the Secretary of Commerce on matters of economic policy.

Race Official



Edward Picard, a member of Teamster Local 251 in East Providence, R.I., works as a race official in his spare time for the United States Auto Club, observing championship and stock car divisions on the East Coast. Picard works as a truck driver for the John J. Hudson Co., of Providence, R.I.

Backpay Award

Don Bradley, a member of Teamster Local 947 in Jacksonville, Fla., receives a backpay check for $1,764 from Joseph Grossmann, secretary-treasurer of the local union. Bradley's award followed successful pursuit of an unfair labor practice against A-B Distributors, Inc., which fired him for union activity in an organizing campaign.

STATE OF THE UNION

Teamster Case

Arbitrary Hospital Owner KO'd for Attack on Rights

A BOSS who told employees they would have to decide whether to picket or work lost a National Labor Relations Board decision recently to Teamster Local 542 of San Diego, Calif.

Kayoed by the findings of the administrative law judge—upheld by the Board—was the La Mesa Convalescent Hospital of La Mesa, Calif.

It was ruled that the hospital owner violated the law by telling his employees—who had abandoned a strike and offered to return to work unconditionally—that they would be required to elect between picketing and working, without qualification. Furthermore, the employees were told a condition of their reinstatement would be a renunciation of the right to picket—even on their off-duty time.

Workers who approached the hospital owner and expressed a desire to go back on the job were given a prepared limmerick to read:

"You have the right to picket.

"I have the right to insist that your return to work is unconditional and will return to work on my conditions.

"A strike is going on.

"One of these conditions in your returning to work is that you work and not picket—if you picket you do not work.

"You have the right to picket.

"I am not interfering with that right.

"That is your choice.

"Picket if you choose, but—you cannot picket and work."

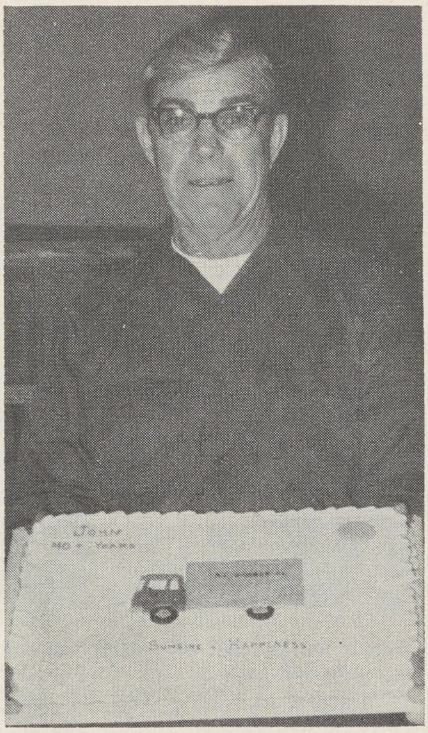
The judge found that the prepared statement, while giving lip service to the employee's right to picket, nevertheless required the worker to elect whether to picket or work, and to renounce the right to picket even during off-duty hours.

It was the judge's conclusion that—although it is well established an employee may not work and strike at the same time—the employer was attempting to equate striking with picketing, which cannot be precluded during a worker's off-duty hours.

Since the worker involved had unconditionally abandoned the strike and offered to return to work, the owner could not require renouncement of the right to picket during off-duty hours as a condition of reinstatement.

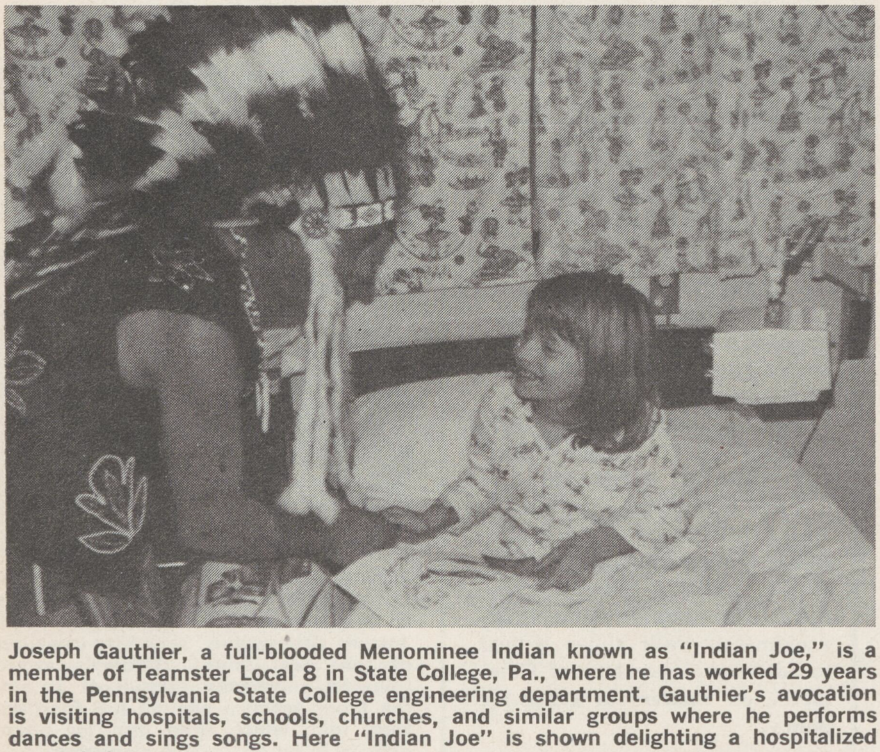
La Mesa Convalescent Hospital was ordered by the Board to cease the unlawful conduct.

41 Years



John Depler, a member of Teamster Local 40 in Mansfield, O., retired recently after nearly 41 years on the job for A. L. Garber Co., of Ashland, O. Depler piled up a safety record of more than two million miles without accident.

'Indian Joe'



Joseph Gauthier, a full-blooded Menominee Indian known as "Indian Joe," is a member of Teamster Local 8 in State College, Pa., where he has worked 29 years in the Pennsylvania State College engineering department. Gauthier's avocation is visiting hospitals, schools, churches, and similar groups where he performs dances and sings songs. Here "Indian Joe" is shown delighting a hospitalized young lady.

● Two Victories

Teamster Local 371 of Rock Island, Ill., recently won two National Labor Relations Board representation elections to add 20 drivers and warehousemen to its roster of membership.

G. L. Frame, Local 371 business agent, said the wins were scored at Tri-State Transport in Davenport, Ia., where dry bulk drivers voted overwhelmingly for the union, and at the Coca Cola Bottling Co., in Davenport where drivers and warehousemen favored the union.

Teamsters Do It:

Public Affairs Council Set up in California

TEAMSTER unions throughout California have established what will be known as the "California Teamsters Public Affairs Council."

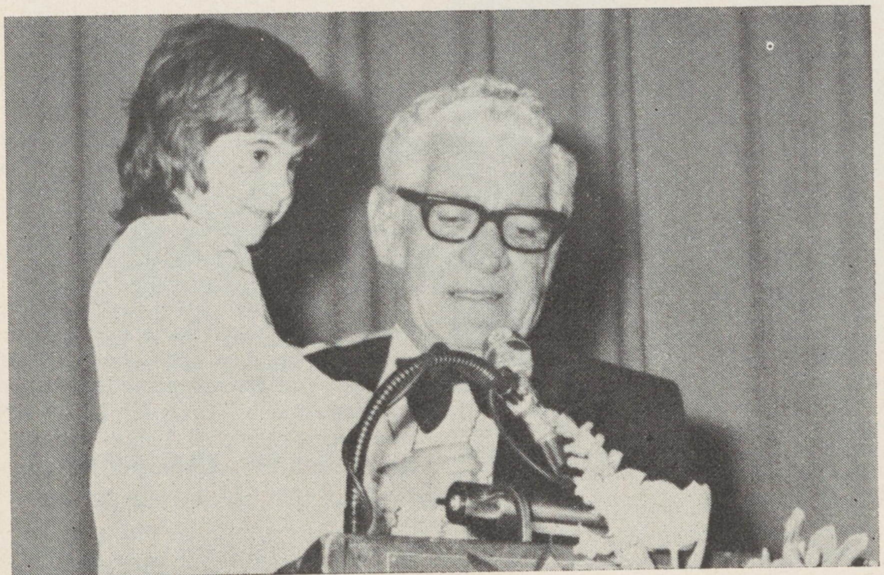
The council will work in a variety of fields, including political and legislative activity, for the benefit of the nearly 300,000 members in California.

The executive board of the new council—which supplants the California Teamsters Legislative Council—will consist of the presidents of the three joint councils in California and IBT Vice President M. E. Anderson, director of the Western Conference of Teamsters.

Members of the executive board will be part of a policy committee to be appointed or elected from their respective joint councils according to their bylaws or established procedures. Each joint council will have seven members on the policy committee.

The overall policy committee will be responsible for recommending long-term Teamster political, legislative and educational policies.

Nangle Banquet



IBT Vice President Edward Nangle of Reading, Pa., is shown on the occasion of a banquet in his honor. Nangle holds Theresa Gabrielli, also of Reading, who underwent successful open-heart surgery at Deborah Heart and Lung Center. Nangle received the hospital's humanitarian award.

40th Anniversary

Breaking bread together on the occasion of the 40th anniversary of the awarding of a charter for Teamster Local 680 of Clifton, N.J., are former officers and charter members (left to right): Bill Williamson, Dick Kampff, Anthony Iorio, Larry McGinley, Dave Cronin and Ray Oleski.

Bill Offered To Protect Jurors' Jobs

A bill that would protect the employment rights of jurors, including injunctive relief and civil fines, has been introduced in the House of Representatives.

Rep. Thomas Railsback of Illinois submitted the measure. The prime goal of the bill is to increase the salaries of federal judges and magistrates by 20 per cent.

The section regarding jurors' employment rights was among several judicial changes proposed in addition to the pay hike for judges.

Fitzsimmons Gets Note From Retiree

Dear Bro. Fitzsimmons:

Thanks for the monthly pension benefits. They surely are very much appreciated.

Having the opportunity to work in the office for Teamster Local 56 of Sheboygan, Wis., has been a very interesting and exceptionally educational experience for me the past 20 years.

Wishing the Teamsters Union the best in continuing their excellent operation in the labor movement. Thanks to everyone responsible for the great retirement program.

Fraternally yours,
Mrs. Roma Boges,
Sheboygan, Wis.

STATE OF THE UNION

Emergency Grads

Graduating recently from a New York State Emergency Medical Technician School were these members of Teamster Local 531 in Yonkers, N.Y. (left to right): Front row—John Corker, Carmelo Goytia and Kenneth Jensen; Back row—Frederick Schrader, Carmine Valenti, president of Local 531, and Nelson Altreche. The school is sponsored by the local union to provide members in the ambulance industry with an opportunity to upgrade their jobs.

Pilot Byproduct

Broad Ruling Favors Union In Protected Picket Activity

TEAMSTER Local 28 of Taylors, S.C., recently won a National Labor Relations Board ruling in a case that was an outgrowth of the recent Pilot Freight Lines strike.

The Board upheld an administrative law judge who decided that G&P Trucking Co., Inc., of Greenville, S.C., unlawfully interfered with the right of two workers to engage in protected concerted activity by discharging them for refusing to cross a picket line at Pilot.

The judge said the protected right of Fleming Adair, Jr., and James Dunn to respect the picket line at Pilot outweighed the business justification which the employer had given as reasons for discharging them.

It was remarked by the judge that the most the employer had shown was that he was inconvenienced and had to rearrange schedules so as to get the work done.

Evidence showed that the duties Adair and Dunn refused to perform at Pilot were performed an hour or so later by other drivers who were assigned the tasks by the employer.

Moreover, there was no evidence that any driver refused to cross the picket line during a 5-month period after the firings.

In view of the company's anti-union bias, the judge additionally ruled that the union sympathy of Adair and Dunn, as evidenced by their assistance to and support of the same union in seeking to gain organization of the company's employees, was a contributing factor in the decision to fire them.

G&P Trucking was ordered by the Board to cease the illegal conduct and to offer Adair and Dunn reinstatement and backpay.

Court Order Won by Local For Member

Teamster Local 654 of Springfield, O., recently won a decision before the U.S. Court of Appeals for the Sixth Circuit, upholding a National Labor Relations Board ruling against Carter Lumber Co.

Russell Adkins, Local 654 business representative, said the ruling ordered the company to reinstate Michael Driscoll and pay him for all lost time.

Driscoll was fired by the lumber firm in July, 1973, for joining the Teamsters Union.

Local 654 won its case before the NLRB but the company declined to abide by the ruling and went to court.

● In Colorado

By a better than 2-to-1 margin, office workers employed by Stanley Home Products, Inc., a household goods warehouse in Denver, Colo., voted for representation by Teamster Local 435 in a recent National Labor Relations Board election, according to Kenneth Ponzio, Local 435 business representative.

Retiree Dies

Geno Florini, who retired in 1971 as vice president of Teamster Local 247 of Detroit, Mich., died recently. Florini first became a business representative of the local union in 1949. He was instrumental in forming the Teamster Joint Council 43 credit union.

NEW AUTOMOTIVE DIVISION HEAD

George Vitale, vice president of Teamster Local 283, in Detroit, is being congratulated by CCT Director Ray Schoessling upon his appointment as director of the IBT National Automotive, Petroleum and Allied Trades Division. Vitale replaces Steve Shultz (center) who retired as division head April 1st.

● Bakery Win

Transport drivers employed by Schmidt Baking Co., of Martinsburg, W.Va., voted 15 to 5 for representation by Teamster Local 992 of Hagerstown, Md., in a recent National Labor Relations Board ballot, according to Harrison Lushbaugh, president of the local union.

WCT Picks Director For Division

A new Public, Professional and Medical Employees Division was established recently by the Western Conference of Teamsters.

IBT Vice President M. E. Anderson, director of the WCT, named Dotson Bennett of Teamster Local 986 in Southern California, as director of the new division.

Dotson has headed a similar division within Local 986 for the past three years.

Anderson commented: "In a relatively short time, Dotson Bennett has demonstrated that the Teamsters can be helpful to people working in a variety of public employment occupations."

● Ad Limitation

The Department of Labor says that employers holding federal contracts may not express sex preference in help wanted ads except in very unusual circumstances.

San Clemente Police Join Teamsters

Thirty-eight members of the San Clemente, Calif., Police Officers Assn., decided recently to affiliate with Teamster Local 986 of Los Angeles, Calif.

Dotson Bennett, director of the local union's public employees division, welcomed the new members with the comment:

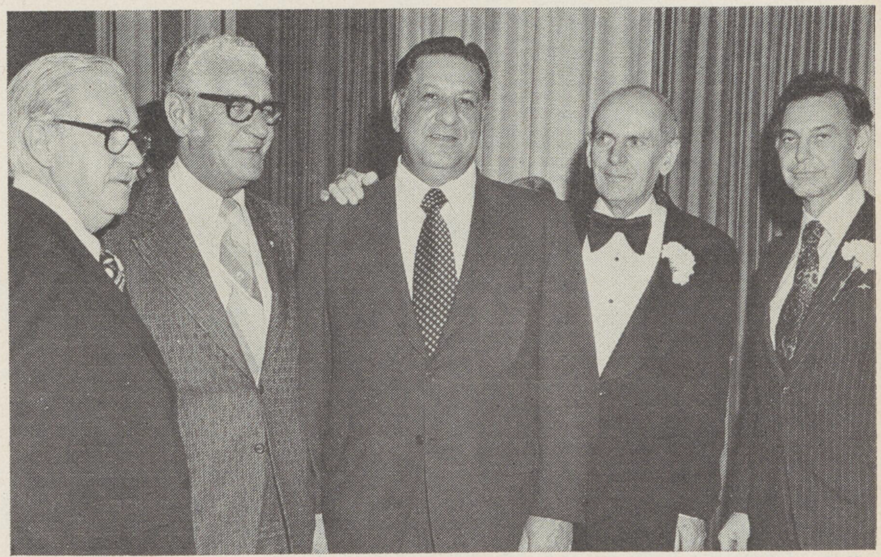
"I am sure the San Clemente officers came to the Teamsters for the same reasons the police in the California cities of Vernon, Oroville, Biggs, Reedly, Visalia, along with the University of California at Los Angeles had for choosing our representation."

Bennett said lawmen in Southern California are turning to the Teamsters when being confronted with unresponsive management proposals in reply to their stated needs.

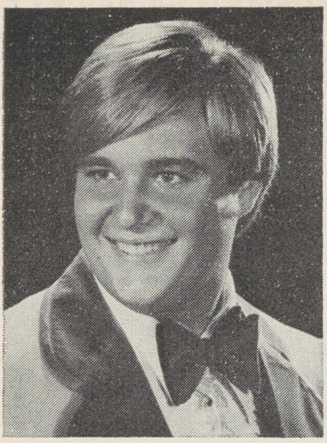
● Virginia Win

Welders, fitters and machinists employed by Brown Boveri Power Equipment, Inc., of Richmond, Va., voted overwhelmingly for representation by Teamster Local 322 in a recent National Labor Relations Board election, according to Gene Tatum, secretary-treasurer of the local union.

Keane Banquet



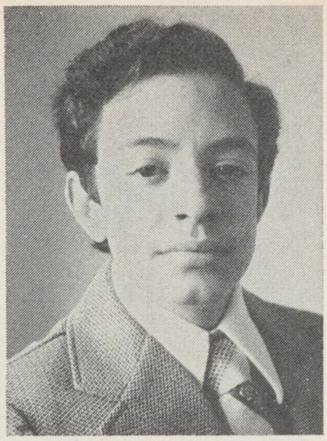
Frank J. Keane (second from right), president of Teamster Local 169 in Philadelphia, Pa., was honored with a banquet recently, the proceeds going to the Keane Scholarship Fund. Shown are (left to right): John J. Greeley, director of the National Warehouse Division; IBT Vice President Edward Nangle of Reading, Pa.; Philadelphia Mayor Frank Rizzo, Keane, and Bernard J. Marcus, secretary-treasurer of Local 169.



Robert V. Mucci

Gerald Sotsky

Michael J. Lorenat



James D. Reno

International Union Schola

INTERNATIONAL Union scholarships have been presented to eight high school seniors, sons and daughters of Teamsters Union members.

The scholarships are awarded annually and each is worth $6,000. The grants may be used for undergraduate study at an accredited college or university selected by the student.

Two awards are given in each Area Conference on the basis of scholastic aptitude and achievement, financial need, honors and awards, participation and leadership in extra-curricular activities, and recommendations of high school counselors.

This year's winners are:

—Robert V. Mucci, son of Victor R. Mucci, a warehouseman and member of Teamster Local 818 in New York City.

—Gerald Sotsky, son of Joseph Sotsky, an airline clerk and member of Teamster Local 757 in Elmhurst, N.Y.

—Michael J. Lorenat, son of Jerome M. Lorenat, a laundry route driver and member of Teamster Local 712 in Chicago, Ill.

—James D. Reno, son of Donald E. Reno, an armored car driver and member of Teamster Local 725 in Chicago, Ill.

—Oscar Dalmau, son of Oscar A. Dalmau, an airline service agent and member of Teamster Local 769 of Miami, Fla.

—Kevin O. Clarkson, son of Ronald O. Clarkson, a truck driver and a member of Teamster Local 886 of Oklahoma City, Okla.

—Vincent L. Mak, son of Robert G. Mak, a warehouseman and member of Teamster Local 12 in San Francisco, Calif.

—Mary K. Holmes, daughter of Allen Holmes, a warehouseman and member of Teamster Local 952 in Orange, Calif.

The scholarship selection committee this year was composed of: Joseph Y. Ruth, director of admissions at George Washington University; William Sherrill, dean of admissions and registrar at Howard University, and Joseph Chalmers, dean of admissions and records at Georgetown University.

Following are thumbnail sketches of the scholarship winners:

Robert V. Mucci

He ranked first in his class of 313 students at Xaverian high school in Brooklyn, N.Y. He won a national merit letter of commendation, a New York State regents scholarship, a governor's achievement award, a Knights of Columbus scholarship, a National Teachers of Italian contest silver medal, and first and second honors in the Iona language contest.

Mucci was president of the National Honor Society of the Xaverian Italian club. He also was active in sports of all kinds, winning letters in soccer. He plays the accordion and worked as a lifeguard and swimming instructor the last two summers.

He plans to study mathematics at Dartmouth College with the long-range plan of becoming a high school or college level teacher.

Gerald Sotsky

As a student at Bronx high school in Bronx, N.Y., Sotsky was on the school's science-mathematics team which ranked first in the nation. He also tutored and was a class representative from a school club. He won a governor's committee on scholastic achievement award, a national merit letter of commendation, and a National Honor Society award.

Sotsky worked with quadraplegics at the Kingsbridge Veterans Administration Hospital. His interests include music, reading, chess and sports. He worked as a sports trainer at a New York summer camp last year.

He plans to take a pre-medicine course at Boston University and then go on to medical school.

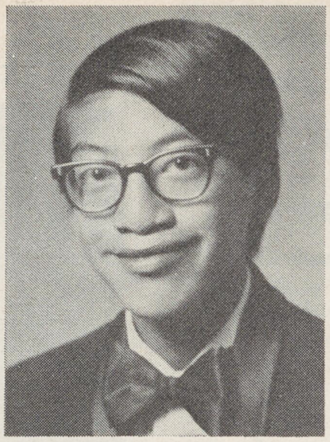
Michael J. Lorenat

Lorenat ranked first in his class of 771 students at J. S. Morton East high school in Cicero, Ill. In addition to being a national merit finalist and an Illinois State scholar, he won several awards including the Association of American Mathematics award, a science award, and certificates of merit and honor in a national French contest.

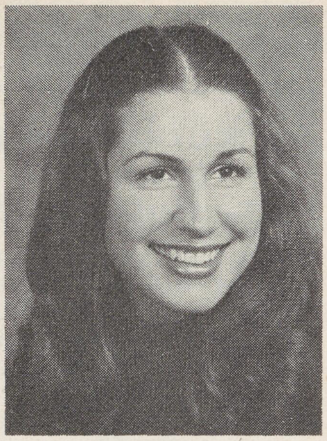
Vice president of the school's Russian club, Lorenat also was a

Oscar Dalmau

Kevin O. Clarkson



Vincent L. Mak



Mary K. Holmes

arship Winners Announced

member of the National Senior Honor Society and worked on the school's newspaper editorial staff. His hobbies include reading, tennis and golf and collecting coins, polished stones and stamps.

Lorenat intends to study biochemistry and English at Northwestern University. His career goal, following graduate school, is neurological research.

James D. Reno

Reno won numerous awards and honors at York Community high school in Elmhurst, Ill., including the Illinois State scholar, Brown University associated alumni award for English achievement, and selection as a national merit semi-finalist. He was a member of the National Honorary Society, Spanish Honorary Society and the Mathematics Honorary Society.

During the school year, he worked as a lab assistant in both mathematics and physics. He also helped program the high school's computer in the math lab. In other activity, he was stage manager of the school dramatics program for two years. His hobbies are electronics projects, reading, bicycling and tennis.

Reno will study science—either physics or mathematics—at the Massachusetts Institute of Technology and plans to do scientific research after graduate school.

Oscar Dalmau

Dalmau ranked 20th in his class of 917 students at Southwest Miami high school where he received honors in English, chemistry, physics and laboratory research. He was a National Honor Society member.

He conducted experimental research with plants and fresh-water fish as well as rabbits in addition to working as laboratory assistant to the senior scientist of the Papanicolaou Cancer Research Institution.

Dalmau will major in chemistry at the University of Florida and plans to continue studies in the field of medicine and eventually become a general practitioner.

Kevin O. Clarkson

Clarkson was the top student in a class of 460 at Edmond Memorial high school in Edmond, Okla., and won numerous awards during his school years. He was in the National Honor Society and the State Honor Society for four years, and also won other awards including second place in the school's music composition contest. He was valedictorian of his class.

He plays the clarinet and piano and serves as a song leader in Sunday school. Besides composing music, he also writes poetry and plays football.

Clarkson plans to study physics as an undergraduate at Oklahoma Baptist University and then study theology to enter the ministry.

Vincent L. Mak

Mak ranked first in a class of 250 students at Richmond high school in Richmond, Calif., and won numerous awards in the fields of science and mathematics. He served as secretary-treasurer of the California Scholarship Federation and was on the student government's representative council.

He tutored students and, having exhausted all the school's math courses, began studying calculus on his own. He created amateur movies and writes fiction. A member of the school's tennis team, Mak won a varsity letter and most-improved-player award.

Mak plans to study biological science and later dentistry at the University of California in Berkeley.

Mary K. Holmes

Miss Holmes ranked first in her class of 973 students at Robert A. Millikan high school in Long Beach, Calif., even while working as a restaurant hostess and on a local store's campus board.

She was the photography coordinator on the yearbook staff and a member of the school's drill team, and served as a leader in several clubs. Among the awards she won were several academic citations and she was the school's nominee for the National Honor Society scholarship.

The young lady worked as a teacher's aide during the summer. Her hobbies include the guitar, bicycling, home arts and collecting foreign dolls.

She plans to study business administration at California State University in Long Beach.

Runners-up Also Win Scholarships

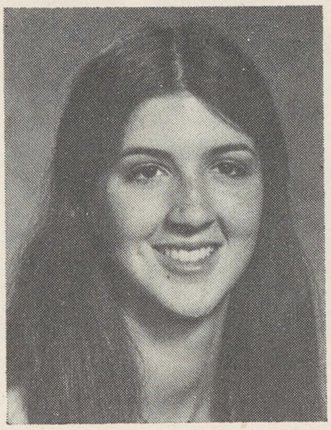
THREE runners-up in the competition for the International Union scholarships this year were awarded the balance of scholarship funds relinquished by former recipients.

The new recipients were selected from the same Area Conference in which the original grants were made. The winners were:

—Denise K. Potter, daughter of Dennis B. Potter, a retail milk company supervisor and member of Teamster Local 523 in Tulsa, Okla. She plans to study English at the University of Tulsa.

—Mary J. Yancey, daughter of Robert J. Yancey, an airline service agent and member of Teamster Local 19 in Dallas, Tex. She plans to study physics and electrical engineering at the University of Texas.

—Margarita B. Vallejo, daughter of Maris B. Vallejo, a food processing worker and member of Teamster Local 890 in Salinas, Calif. She plans to attend the University of California in Los Angeles and ultimately become a nurse.



Denise K. Potter

Mary J. Yancey

Margarita B. Vallejo

15 Awards

Western Conference of Teamsters Gives College Grants to Students

FIFTEEN sons and daughters of Teamsters Union members in the West have been awarded college scholarships worth a total of $17,500 by the Western Conference of Teamsters and its affiliated unions.

IBT Vice President M. E. Anderson, WCT director, said the grants bring to 159 the total number of students who have shared $175,000 in college financial assistance since the scholarship program was established 11 years ago.

Four WCT awards of $2,000 each were given to:

—Anthony J. Titus, son of Robert J. Titus, a member of Teamster Local 684 in Eureka, Calif.

—Leslie Ann Paxton, daughter of Jack Paxton, a member of Teamster Local 763 in Seattle, Wash.

—Janet G. Obata, daughter of Theodore Obata, a member of Teamster Local 856 in San Francisco, Calif.

—Leslie G. McLain, daughter of Philip S. McLain, a member of Teamster Local 2707 in Los Angeles, Calif.

Winners of WCT scholarships valued at $1,000 each were given to:

—Christopher W. Lee, son of Robert E. Lee, a member of Teamster Local 542 in San Diego, Calif.

—Gloria S. Kim, daughter of Joyce Kim, a member of Teamster Local 616 in Fresno, Calif.

—Stuart D. Picking, son of Carol Picking, a member of Teamster Local 670 in Salem, Ore.

—Maria C. Mariani, daughter of Anthony Mariani, a member of Teamster Local 588 in Oakland, Calif.

Four scholarships worth $1,000 each were presented by Teamster Joint Council 42 to:

—Rodney N. Nagoshi, son of Fred Nagoshi, a member of Teamster Local 630 in Los Angeles, Calif.

—Robert Mauro, son of Dominic Mauro, a member of Teamster Local 389 in Los Angeles, Calif.

—Jody A. Nichols, daughter of Dario Nichols, a member of Teamster Local 306 in Los Angeles, Calif.

—Christopher D. Webb, son of Roger Webb, a member of Teamster Local 208 in Los Angeles, Calif.

Teamster Local 537 of Denver, Colo., awarded a $500 grant to Ross W. Tweten, son of Stanley Tweten.

Teamster Local 452 of Denver, Colo., gave a $500 scholarship to Karen J. Uyeda, daughter of Harry Uyeda.

Teamster Local 2 of Butte, Mont., gave a $500 grant to Dean C. Walund, son of Oscar Walund.

● Apprenticeship

The Department of Labor defines an apprentice as a worker enrolled in a program combining on-the-job and related classroom training and registered with a state or federal agency.

MISCELLANEOUS

Farm Workers Win

California Law Will Legalize Farm Worker Bargaining Units

As this issue of the *International Teamster* went to press, California farm workers were on the verge of a legislative victory which will for the first time give them legal collective bargaining status.

In the California legislature, the so-called Gov. Brown bill to give farm workers the right to government supervised elections on the question of union representation is on the verge of passage.

While still fraught with many flaws, the bill should serve to bring some reason to collective bargaining for farm workers.

Teamsters have long fought for this legal right for farm workers in collective bargaining, and still work for coverage of farm workers under the National Labor Relations Act, from which they are excluded.

Because of strong Teamster protests and opposition from California AFL-CIO unions, Gov. Brown's original bill has been extensively amended.

As first proposed, the Brown bill would have invalidated some 400 Teamster negotiated farm worker contracts. This would have put farm worker wages and fringe benefits in jeapordy for up to two years until the units could be reorganized and new contracts negotiated.

Also, under the original proposal, wall-to-wall bargaining units would have been established on the farms and ranches, enabling growers to take advantage of cheaper labor on construction projects, for example.

As amended, no contracts will be invalidated, although they can be challenged by another union upon a 30 per cent show of interest at peak harvest time. The legislation is still so loosely construed that workers employed as long as three years ago may be eligible to vote in representation elections, although no longer employed in the bargaining unit. Opportunities to load the election in favor of one union or another are obvious.

As amended, it is now possible for unions to petition for specific work groups, rather than petitioning for the entire ranch work force. This amendment apparently satisfies AFL-CIO unions, including the building trades unions.

The bill strictly limits secondary boycott activities such as have been conducted by the United Farm Workers Union to situations where a union has been certified following an election but has been unable to obtain a contract.

The question left open by this provision is how it can be enforced anywhere but in California, thus leaving a defeated union free to conduct boycotts in other states.

The legislation provides that Gov. Brown will appoint a five-member board to administer the new law. That board will be charged with establishing election procedure, conducting elections at peak harvest time, approving bargaining units, and certifying bargaining units.

No one has yet satisfactorily explained how such a board can handle the vast volume of work it will face when the California growing season is at its peak. Many old time observers of collective bargaining see the very definite situation where peak harvest can come and go before a union can be organized, an election held, the union can be certified and a contract negotiated.

This provision of the bill will definitely work to the advantage of the grower who wants to keep his ranch non-union or wants to return to non-union status.

Most important to a fair and impartial administration of the law will be the composition of the administrative board appointed by Gov. Brown.

Organized labor will be looking with interest at Brown's appointees, as Brown has long been a supporter of the United Farm Workers Union. His first administrative appointment to his staff following his election was a United Farm Workers Union staff member.

In spite of the many flaws in the proposed legislation the Teamsters are supporting the bill because for the first time farm workers will have legal self-determination in their choice of union membership.

Agricultural workers still need the protection of the National Labor Relations Act, and Teamsters will continue to work in the federal congress to secure this protection.

The California law is being treated as emergency legislation, with the expectation that it will be passed early in June and will become effective September 1, 1975.

Take-Home Pay Increases

Wage earners are now receiving more in take-home pay as the result of an adjustment in withholding tax tables to reflect tax cuts approved by the government.

The additional money going to the consumer is expected to add $17.6 billion to buying power. The cut in withholding was made with the hope of perking up the economy.

● Training Law

The Comprehensive Employment and Training Act of 1973 was passed to help disadvantaged, unemployed and underemployed men and women become self-sufficient, contributing participants in our economy.

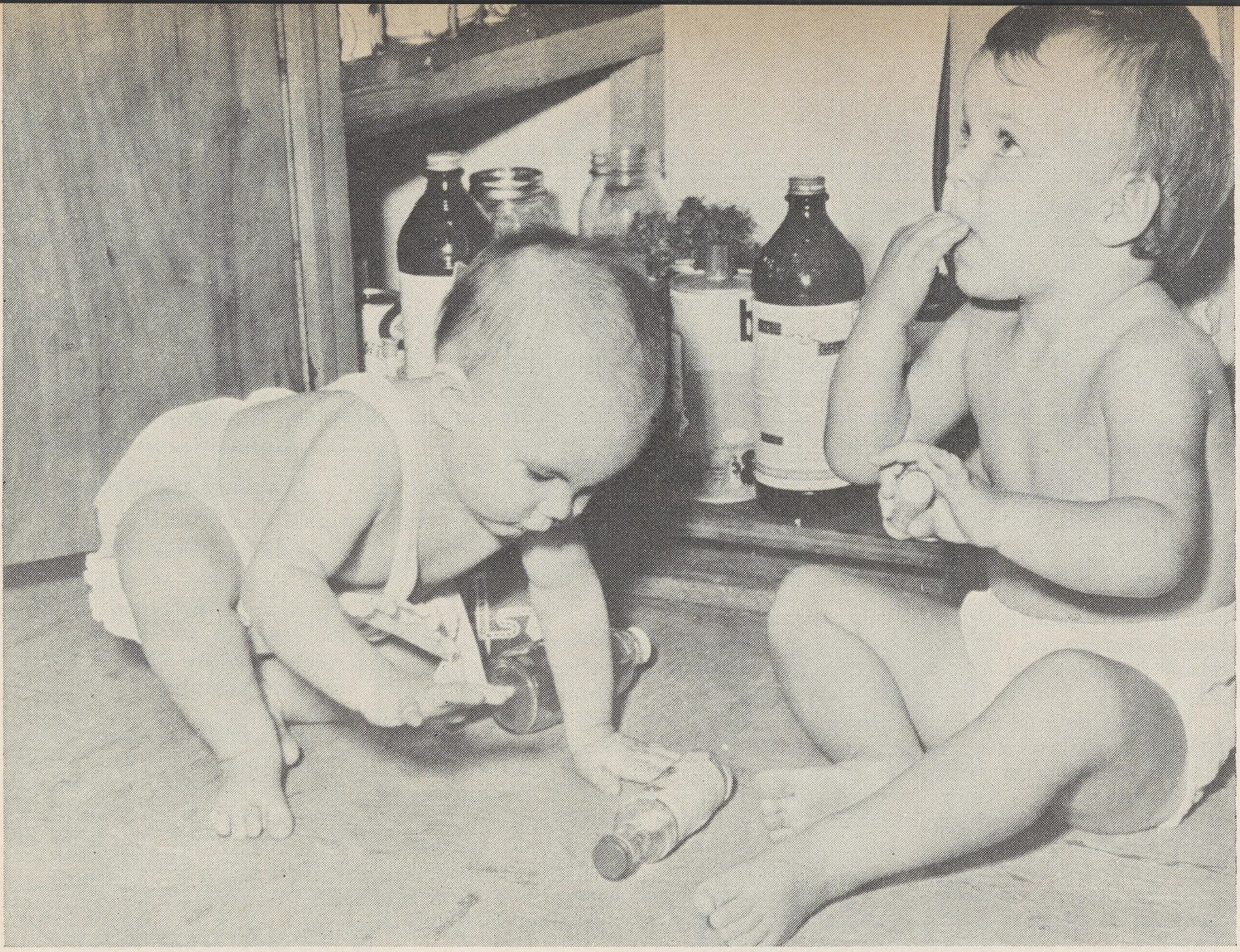
Farmworker Decline Expected

Economists in the Department of Labor's Bureau of Labor Statistics expect jobs of farmworkers to decline by nearly one-half between now and 1985.

It is expected that 1.6 million farmworker jobs will exist in 1985—down from 3.1 million in 1972. Farmworker share of total employment also is expected to drop—from 3.8 per cent to 1.6 per cent during the period.

The decline is attributed to rising farm productivity as improved machinery, fertilizers, seeds and feed will permit farmers to increase output with fewer employees.

Other factors include improved mechanical harvesters for vegetables and fruits, and new developments in packing, inspection, and sorting systems for fruits, vegetables and other farm products.



Poison-Proof Your Home

Ounce of Prevention May Save Someone You Love a Fatal Poisoning Accident

PARENTS WORRY continuously about their children's well-being. They have them examined for injuries and ailments, get them immunized against disease, and watch them crossing the street. But many parents fail to protect their children from one of the most serious of all dangers–accidental poisoning.

Poisoning is the leading cause of death for children under five. Aspirin heads the list of ingestible substances and causes most of these deaths. Usually such accidents happen while the parents are home with the child.

According to the National Clearinghouse for Poison Prevention Control, more than 163,500 poisonings and 199 poisoning deaths were reported through 580 poison control centers across the country in 1973, the latest reported year. Of these, 101,678 involved children under five.

These poisoning statistics, however, don't show the grimness of the entire picture. Several years ago, an American Academy of Pediatrics study concluded that actually only one of every seven poisonings is normally reported. Thus, an estimated million and a quarter people a year accidentally swallow medications, cleaners, polishes, household detergents, turpentine and pesticides, with the majority of these cases involving children.

The Consumer Product Safety Commission is the community's watchdog of federal legislation on poison prevention. According to George Mizell of CPSC's Preventive Packaging Division, aspirin poisoning statistics have been on the decline since the Poison Prevention Packaging Act began regulating packaging in the 1970's.

Safety packaging regulations for aspirin went into effect in April 1972. A second phase of the act began in May, 1974 when prescription drugs were added to the list of substances required to have safety packaging. Other substances regulated by the 1970 Act include liquid furniture polishes, windshield wiper antifreeze, liniments, oven cleaners, drain openers, and lighter fluids.

The Commission hopes to see a continued downward trend when the 1974 figures are released. "There has been much consumer resistance to the packaging regulations, since they were put into effect," despite the availability of easy open packages for the elderly and the handicapped, Mizell explains, "and we want the hard statistics to show that they work."

The Reality

Accidental poisonings take only a minute to occur. Dad may be babysitting and decide to catch the last two minutes of the ballgame before checking the kids. Mom may leave the room to answer the door or check on dinner. Maybe the sitter didn't know you kept bleach in that cabinet under the sink.

About 95 per cent of the reported poisonings this year will involve children under 5. Why? Because these are the "curious years" when children get around fast, are fearless, will put anything into their mouths, and are too young to read labels or understand warnings.

Accidents can and often do happen. Trying to prevent them, before a tragedy occurs, should be the parents' goal. Every home should be poison-proofed and include permanent safeguards for emergency situations.

The number of the nearest poison control center, if your city has one, should be attached on or near the phone, along with your physician's and the hospital's.

Your medicine cabinet should contain a 1 oz. bottle of Syrup of Ipecac. It is often recommended to induce vomiting, but should be used on a physician's or poison control center's instructions.

Poison control centers have been established throughout the country to meet emergency needs for poisoning information and treatment advice. They have saved countless thousands of lives in the few years they have been in operation, because of their familiarity with poisoning and its effects.

At the center, a staffer takes the call and begins asking questions. When a a potential poisoning has occurred, interns and doctors at the center don't waste time asking questions like "what's your name." They get right to the point. Is the child conscious, flushed, crying, in shock, perspiring, coherent? How many tablets were in the bottle originally? How many do you think he took? Based on the answers, the Center can quickly advise you on what to do, whether it be rushing the child to the hospital or just watching him for more symptoms.

The poison control center stands ready to advise distraught parents 24 hours a day. It is there in the evenings and on weekends when most doctors are unavailable.

Usually, advice can be given over the phone, once the physician knows what drug or substance was ingested, what the active ingredients are, and how much, if the parents can tell, was taken.

Many parents call with only a suspicion that their child has taken something harmful. They may have found him playing with a bottle of cleaning fluid or box of detergent. The centers welcome such calls. They may save a life.

Doctors rely on what the parents tell them in these cases, asking them to do things like examine the child's mouth or smell his breath for evidence that he has tasted it. If it seems probable that the child has taken enough to harm himself, or if there is any serious question of danger from waiting, the center advises the parents to get the child to a hospital.

Poison control centers provide an invaluable service in what's often a life-or-death situation. But they can't prevent poisonings. That is the job of the parents and other adults.

Take a Look Around

Examine your house or apartment with a cautious, safety-minded eye. Check cabinets, drawers, closets, shelves, everywhere you can think of. There are more than 250,000 potentially harmful products on the market. If some of them are in your home, you should know that they're there and be careful handling them.

The government's packaging regulations are meant to help parents. As any parent whose child has had a poisoning scare knows, it's better to spend some time now poison-proofing your home than to spend years recriminating yourself for a careless accident.

The Federal Hazardous Substances Act requires that any dangerous product have a warning label. Look for those labels. Dishwasher detergent, bleach, drain cleaner—none of these things belong under the sink. They may be accessible there, but they're also dangerous, possibly fatal, to a toddler who experiments by tasting some.

Pick up all the products in your home that may prove dangerous to children and put them away, preferably in a high locked cabinet where the kids can't easily get at them.

Remember, a child will put anything he can in his mouth. This is part of learning and growing. But paint, turpentine, lighter fluid, and soda all taste the same to him, and he can't read that DANGER label.

Buy medicines and household products in child-safe packages. Use them as directed.

Don't leave children with a potential poison even for a second. Take the furniture polish with you when the door bell rings, but don't put it where the baby can get at it.

Adult Poisonings

Adults have to worry about accidentally poisoning themselves, too. Drugs are the biggest hazard for them, as well as children. All drugs are dangerous if taken carelessly. Taking medicine at night, in the dark, without looking at a clock, isn't a good practice. Taking drugs only in recommended dosages at the recommended intervals is the safest way of preventing accidents.

Give medicine only to the person the doctor prescribed it for. Others may have allergies to the drug, so don't automatically dose the entire family from a leftover prescription. Watch older people with poor eyesight. Read and reread the label.

Fume poisoning is another danger to adults. Carbon monoxide is deadly and gives no warning (it is colorless, odorless, and tasteless). Watch out in a closed garage, in a closed car at a drive-in, in a truck cab on the road,

Remember these common-sense safety rules with kids around:

- Medicines can kill. Aspirin, tranquilizers, sleeping pills, vitamins and iron tablets should be kept under lock and key away from curious children's hands. Furniture polish, drain cleaner, lye, insect or rat poison, weed killers, kerosine, insecticides, garden chemicals and other household supplies are deadly. Store them safely.
- Keep all medicines and household substances, particularly petroleum products, in their original containers. Mistakes happen and can be fatal. Pour leftovers down the drain, wash the container and dispose of it safely.
- Children's aspirin causes more poisonings under 5 years than anything else. Children should be told they're getting medicine, not "candy."
- Lead base paint causes lead poisoning. Scrape off old flaking paint and repaint with lead-free types.
- Bleaches, lyes and laundry room products can be lethal in little hands. Keep them away from children.
- Thoughtful parents protect their children through proper precautions and careful instruction.

or on a long trip. Always keep windows open.

Charcoal grills are another source of carbon monoxide fumes. Never use charcoal indoors for cooking or heating, even in a fireplace. Even a hibachi grill can cause death.

Watch yourself, while you're taking care of the lawn this summer as well. Many lawn mowers have gasoline engines, so avoid working on yours in a closed shed or the basement, where fumes may overcome you.

Exploring the great outdoors is fun, but remember that mushrooms can be dangerous. And there's no simple way to tell the safe variety from poisonous ones. So, unless you're an expert, stay away from toadstools, and rely on your grocer's judgment for the shish kabob.

When Following Label's Antidote Be Cautious

The Rocky Mountain Poison Center warns that care should be used when checking the labels of poisonous substances. They may contain incorrect recommendations for antidotes.

"The primary problem is that management of poisons has been improved and upgraded over the years and many of the companies haven't changed their labels," Barry Rumack, head of the Center, said recently.

He cited the antidote listed on the label of Drano, a drain-cleaning agent, which recommended orange, lemon or grapefruit juice to counteract the poison. Rumack said the reaction of the juices with the product's ingredients could cause severe burning of the mouth or esophagus. So, use caution when relying on the package's suggested advice.

Most poisoning deaths can be attributed to drug poisoning, household chemical products and fume poisoning. Why? Because they provide few symptoms until it's too late. Additionally, it's hard to identify a new chemical compound (and hundreds go on the market every month). Tests take time that can result in serious illness or death before the proper antidote or treatment can be started.

Finally, there is no "universal" poison antidote. Each case requires individual therapeutic treatment.

Most poisons do have specific symptoms. That's why poison control centers have been established . . . to tell you what the symptoms are, what the danger is, and what to do.

But you should be alert for general signs of poisoning every day. If you see any unusual stains or odors on clothes or skin, any sudden changes in behavior (drowsiness, stomach pain, irritability, signs of fear), open drugs or chemicals out of place, complaints of pain or a burning sensation in the throat, unconsciousness, confusion or sudden illness when access to poisons is possible, SUSPECT POISONING! Then REACT!

What do you do? Go into immediate action. Don't wait. Delay can be fatal. Act before the body has time to absorb the poison. Call the doctor, hospital, or poison control center at once. Follow their instructions.

Find the suspected poison. IF PETROLEUM PRODUCTS, LYE OR CAUSTICS SUCH AS FURNITURE POLISH OR DRAIN CLEANER ARE SUSPECTED, OR IF THE PATIENT IS UNCONSCIOUS OR IN CONVULSIONS, DO NOT MAKE HIM VOMIT! ! !

While trying to reach help, dilute stomach contents by giving the victim as much tap water or milk as he will swallow, except in the instances above, to flush the poison from his system.

If vomiting is recommended, induce it by pressing gently on the back of the victim's tongue with your fingers or a spoon handle. If this fails, try a teaspoon of salt, baking soda or mustard dissolved in a glass of warm water. Syrup of Ipecac is quick, effective, and convenient for this.

When the victim starts to gag, hold his head down over the basin, with head lower than hips. This prevents poison from entering lungs and causing more damage.

Save and give the physician or hospital the poison container with its intact label and remaining contents, if you have them. If the doctor can readily identify the poison, it saves time and lets him prescribe the proper treatment quickly. If the poison is unknown, keep the basin and its contents and take it to the hospital with you.

If fume poisoning has occurred, ventilate the area right away. Smash a window if you must. Then move the victim out into the open. Call the doctor or hospital. Begin artificial respiration if victim breathes irregularly or not at all. Keep this up until help arrives or victim breathes normally. Keep patient quiet and don't give food or drink.

Don't wait until an accident happens to do something about poison prevention. Poison Proof Your Home Today.

Inflation Takes Toll On Poverty

The manner in which inflation is taking it out on Americans is vividly illustrated by the federal government's latest compilation of the money definition for poverty.

The annual income level at which a 4-member, non-farm family is considered by the government to be living in poverty has been adjusted upward to $5,050. Last year the figure was $4,550.

Truck Loading Under DOT Jurisdiction

Worker safety during truck operations involving hazardous materials is under the jurisdiction of the Department of Transportation, not the Labor Department, as a result of inaction by the Occupational Safety and Health Review Commission.

The ruling came in a case resulting from an inspection of a truck terminal in Pennsauken, N.J., by the Labor Department's Occupational Safety and Health Administration (OSHA).

OSHA inspectors charged Hermann Forwarding Co., with four violations of the federal safety law in the handling of hazardous materials and the maintenance of respirators. The company argued that as an interstate carrier its facilities were regulated by DOT and were thus exempt from OSHA regulation.

A commission judge ruled in favor of the company's argument. When no commission member directed the case for review, the judge's decision became final.

Building Across the Wilderness

A Look at OSHA's Safety Program For the Alaska Pipeline Project

How'd you like to be responsible for the safety of 1,500 workers struggling to move energy across a vast, frigid wasteland in a hostile environment? Like it or not, that's the job of the Occupational Safety and Health Administration's Northwestern Regional Office, which oversees construction of the Alaska pipeline.

Construction of the 800-mile-long oil pipeline from Valdez to Prudhoe Bay would be a demanding job anywhere. Alaskan forces face blizzards, risks of fires, and visits from disgruntled grizzly bears, among other occupational hazards.

James Lake, assistant Northwest regional director, says of the project: "The key to safety for the pipeline worker is identifying and dealing with potential hazards before the accidents occur. This responsibility is the joint task of OSHA, the State of Alaska's Division of Occupational Safety and Health (DOSH), and the eight oil companies consortium, Alyeska Company."

At the 26 labor camps dotting the pipeline route, there are three main concerns for on-the-job safety: "accident prevention, medical procedures, and fire protection," says Robert Larson, safety manager for Alyeska. "We have attempted to identify major problem areas, establish a general outline for developing individual procedures at each job site, work up a line-of-command, and devise a general list of employee safety rules to be used under all conditions."

Alyeska's list of 34 general job safety rules is stringently enforced. Some are as basic as obeying speed limits, wearing hard hats, and roping off hazardous areas; but others involve specifics of storing oxygen cylinders (no closer than 30 feet from fuel gas cylinders) and trenching (banks five feet or higher must be shored).

Safety is stressed both in the work areas and living quarters. Minimizing the risks of injury is the first aim, because caring for the injured is a monumental task. Each camp has paramedics, but the nearest hospitals at Fairbanks and Anchorage can be reached only by helicopters or aircraft. Roving physicians also travel the pipeline. Safety is even reinforced by the video-taped, closed circuit TV shows workers watch in camp, which feature 60 and 90-second safety messages instead of commercials.

Asked about the emphasis on safety, Larson points out, "We do use many unusual construction techniques, such as the elevation of the pipeline (for up to 45 miles at a stretch) and so forth. But in the unfamiliar work, safety managers and workers tend to be more careful. It's in the familiar work that a person lets down his guard. This is one reason we stressed the basics in our safety program."

Dwayne Carlson, president of the Alaska State Federation of Labor, says that the intensive safety and health effort "is reassuring in these times when we have many newcomers up here who aren't accustomed to working under hazardous conditions in Alaska."

The State Federation, re-emphasizing earlier announcements by the Department of Labor, cautions, "Don't come up here unless you have definite assurance of employment. Alaska is no place to become stranded."

Safety & Health

Most Job Diseases Unreported According to NIOSH Study

MOST job-related disease is never reported according to a University of Washington study completed recently for the National Institute of Occupational Safety and Health (NIOSH).

The original goal of the survey was to find appropriate medical methods for determining occupationally related diseases among American workers.

Researchers soon came across a startling discovery, however. They found that at least one of every four workers in small businesses had an occupationally derived disease.

Furthermore, it was determined that nearly 90 per cent of the diseases were unreported.

Rep. Dominick V. Daniels of New York, co-author of the Occupational Safety and Health Act, called the study results shocking. He added that the results revealed "a possible horror story of national proportions."

"If we had statistics from an in-depth medical survey of the nation's workers," said Rep. Daniels, "they would truly paint a picture of disease and chronic illness as horrifying as conditions in the sweat shops of the last century."

The survey was conducted in three industrial areas: Tacoma and Seattle, Wash., and Portland, Ore., as well as in the agricultural area of Yakima County, Wash. Workplaces covered had between 8 and 150 workers.

Some of the major findings were:

—Some 28.4 workers per 100 were found to have probable occupational disease—or one of every four.

—Nearly 90 per cent of the workers with probable occupational disease were found only through the limited study, not on worker compensation claims or through safety-health logs employers are required to maintain.

—It was found that employers provide few health services and little environmental or biological monitoring; only 17 per cent having industrial hygiene service and 41 per cent having medical service.

—A large number of the workers were unaware of their occupational exposures.

—Noise controls were inadequate.

—Some 42 per cent of job-related injuries were found only through medical questionnaires, indicating a tremendous under-reporting of injuries as well as disease.

—Employer logs were not available at more than a third of the small businesses surveyed, supposedly because there was nothing to report; but compensation claims were found for about half of the firms.

Protection or Discrimination?

OSHA Looks at Regulations Governing Women Workers at the Jobsite and in the Factory

AS women enter the working ranks in increasing numbers (40% of the labor force at last count) the Occupational Safety and Health Administration is reexamining its regulations, mindful of the hazards the workplace may pose for females.

Women have made giant strides in the last decade toward equal employment rights. In our own International, women are moving into truck cabs and a wide variety of other positions, taking their place alongside the men.

Title VII of the 1964 Civil Rights Act clearly gives women the right to be considered for jobs on an equal basis with men. But it also gives them the dubious right to share a whole host of occupational hazards.

OSHA currently is examining how workplace hazards may affect pregnant women and women of child-bearing age. What, for instance, will happen to the woman who works with vinyl chloride or lead, two substances which may pose dangers to an unborn child. Does this woman face having a deformed child as a result of this exposure, should she become pregnant while doing this work or later? Studies have been initiated by many groups to determine whether pregnant women as an occupational group face higher risks from high toxicity risk industries.

OSHA, of course, must rely on sound scientific data in writing new standards. And OSHA recognizes that including special provisions in standards is bound to raise the question of women's rights to equal job placement. But, says Dr. Donald Lassiter, OSHA's special assistant for occupational health, "If there is any substantial evidence that there are specific hazards for women of child-bearing age—that they should not be exposed to a substance or that their exposure should be specially controlled—this would be written into standards."

One who fears a trend against employing women of childbearing age in certain jobs is Dr. Jeanne Stellman, health and safety specialist for the Oil, Chemical, and Atomic Workers Union (OCAW). "Selecting out certain groups in the labor force is the easy way," she maintains. "It's a cop-out to exclude just women of child-bearing age from certain jobs, while permitting older women or men to do those jobs."

Harvard University's David Wegman adds that it's simplistic to regard all fertile women as pregnant or about to become so. "Unfortunately, it's often assumed that a woman in the child-bearing years (15 to 45) is pregnant unless proven otherwise."

The solution, as Dr. Stellman sees it, is to improve the working conditions for *all* workers. "I consider it morally reprehensible to be more concerned about the fetus than about adult workers," she told *Job Safety & Health Magazine,* a publication of OSHA.

Noting that human reproduction depends on two sexes, everyone from Mary Hilton, deputy director of the Women's Bureau, to the Health Research Group's Andrea Hricko would like to see research about the effects of job exposure on the reproductive system of both men and women. Pointing to some studies indicating that workplace exposures of fathers may be linked to birth defects in their children, Hricko maintains that "our current emphasis on the hazards of chemical exposures for child-bearing women may be one-sided."

One study that has caused controversy is a survey of operating room personnel conducted by the National Institute for Occupational Safety and Health (NIOSH) and the American Society of Anesthesiologists. It showed that women who worked in operating rooms during the first three months of pregnancy or during the year preceding pregnancy faced a 1.3 to two times higher risk of spontaneous miscarriage. There was also a 60 per cent to two fold increase in birth defects of children born to these women. Yet only about 21 per cent of the nation's hospitals are now equipped with devices for removing waste anesthetic gases from the operating room.

That same study also revealed a 25 per cent increase in the incidence of birth defects among children born to wives of male operating room personnel. A Canadian study that traced the occupations of fathers of children who died from cancer before the age of five showed that a significant number of the men held jobs in which they were exposed to hydrocarbons. Did the fathers expose their young children to hydrocarbons through contact at home? Or did the occupational exposure affect their sperm structure formation?

Obviously, men as well as women, may face reproductive hazards from occupational conditions. Meanwhile, what should be done until OSHA's studies of the subject are complete? Most authorities agree that it's only common sense to keep pregnant workers away from suspect materials and that women workers should be encouraged to report pregnancies early, so that they can be transferred to other job areas where the danger of harming their unborn children is less.

"We're getting to the point where we are considering individual needs more," says HEW's Clara Schiffer. "I don't think special consideration for pregnant workers when necessary negates women's rights (or infringes on a man's). Industry would not put a man who has just had a heart attack into highly physical work or expect a lightweight man to lift heavy objects."

Clearly industry, labor, and government must recognize the growing importance of women in the nation's labor force. There is a need for more information about women as an occupational group and especially about the effects of new substances being introduced into the workplace each year, OSHA concludes. Can they cause birth defects in the children born to workers exposed to them? Can they cause lasting hereditary changes to the body's chromosomes or genes, affecting future generations of workers themselves?

But the sure cure, as many see it, is adequate protection for *all* workers. When all working men and women are assured of a safe and healthful workplace, as the Occupational Safety and Health Act was designed to accomplish, there will no longer be a need for special concern about the occupational safety and health hazards faced by women workers.

LEGISLATIVE REPORT

What About the Unemployed?

Haggling and Wrangling May Be Congress's Style, But It Doesn't Do Much for Workers

ON February 12 and 13, representatives of all Teamster locals gathered in Washington, D.C. for an Emergency Economic Conference. Unemployment was a key issue, with aid for the unemployed one of the subjects discussed. The Conference called on Congress to establish 500,000 jobs by July 1, if the unemployment rate remained above seven per cent. The unemployment rate for April, released in May, stood at 8.9 per cent, almost one per cent higher. We've yet to see the jobs!

Delegates also asked Congress to "enact emergency legislation to provide hospitalization insurance to the unemployed." That measure was still lost in Congress in May, the subject of a jurisdictional dispute in the House between the Ways and Means and Interstate and Foreign Commerce Committees. Both committees have their own bills and are headed for a full-scale confrontation on the House floor.

The Ways and Means Bill——HR 5970—would set up a two-part program using a temporary one per cent tax on group health insurance premiums to finance coverage for those currently unemployed. It would require employers to make permanent changes in their group insurance plan to provide coverage for future ex-employees. An estimated 6.3 million unemployed workers and 7.7 million dependents would qualify for the program while it was in effect. The Interstate Commerce Committee's bill differs markedly.

According to estimates made by Sen. Edward Kennedy (D.-Mass.), fully three-quarters of all jobless workers are without health insurance of any kind. As of May, there were almost 8¼ million people unemployed.

No longer covered by company-sponsored health insurance plans, a growing number of jobless workers are being forced to foot their own medical bills when they can least afford to. Company-paid health coverage usually runs out 30 to 90 days after a worker is laid off.

The Ford Administration vehemently opposes the legislation. Casper Weinberger, Secretary of the Department of Health, Education and Welfare, charged recently that the plans proposed are inflationary, one is inequitable to the disabled and the elderly, and they penalize millions of taxpayers who themselves have little or no health coverage normally, because their taxes unfairly would be used to continue paying premiums to the unemployed. He suggests that national health-care insurance would be more sensible. Organized labor heartily agrees. But, he has added, the government can't afford to do that just yet!

The Administration believes the best thing it can do for the unemployed is to create jobs, Weinberger said.

And that brings us to the last point. At the Teamster Economic Conference, we called for an Accelerated Public Works Program and the release of funds appropriated by the Congress for service, waste treatment plants, mass transit, and hospital construction. "The country needs public works construction, and the workers need employment," delegates told Congress.

The Senate April 25 passed, 53-14, a bill (HR 4481) containing emergency fiscal 1975 appropriations totaling $6.1 billion to stimulate the creation of more than one million jobs.

Similar to a House bill passed March 12, the Senate version was designed to create more than 300,000 direct jobs for adults through the public service employment program and another 700,000 jobs through accelerated federal public works and other construction projects.

That bill is still awaiting House-Senate conference committee action. It is also a likely candidate for a veto since President Ford requested funds only for the public service employment program, the summer youth employment program, and the U.S. Railway Association program. (Both chambers, however, passed the bill by a greater margin than the two-thirds majority needed to override a veto.)

It is now June. Our recommendations were made in February. Surely, four months is long enough for at least one piece of legislation to have passed through the legislative hopper in Congress. That none has passed indicates a sad lack of responsiveness on the part of legislators to the plight of the jobless American.

Multinationals Discouraged In Canada

Multinational corporations, forever seeking to extend their business tentacles on a worldwide basis, are finding the going tougher in Canada than it used to be.

The reason is Canada's new Foreign Investment Review Agency (FIRA).

The FIRA was legislated into existence a year ago to screen attempts by foreign interests to acquire Canadian companies.

If the FIRA study of a proposed foreign investment in Canada shows that the deal might not be of "significant benefit" to Canada, it gets the heave-ho.

To date, the FIRA has recommended approval of 63 take-over bids by foreign firms while rejecting 15 planned acquisitions.

None of the attempted acquisitions so far, however, has been very large so the real test is yet to come.

When the FIRA was created, foreign interests already controlled 98 per cent of Canada's petroleum industry, 78 per cent of its chemical production, and 57 per cent of its manufacturing.

LEGISLATIVE REPORT

To Further Effectiveness

President Creates Committee For Construction Bargaining

A NEW Collective Bargaining Committee in Construction has been created by President Ford to further "more effective collective bargaining in the industry."

Established by an executive order signed by the President on April 1, the new labor-management committee will be under the chairmanship of Secretary of Labor John Dunlop.

The committee will be composed of 20 members evenly divided between labor and management. They will be appointed by the President.

The committee will be charged with a wide range of tasks aimed at facilitating collective bargaining and encouraging peaceful negotiations.

Specifically, the committee will:

—Facilitate and encourage peaceful negotiation of collective bargaining agreements at local and area levels;

—Assist in providing a data bank of wage and benefit information;

—Encourage local coordinated bargaining and larger area bargaining wherever appropriate; and

—Seek to resolve bargaining disputes that cannot otherwise be reasonably resolved.

In carrying out these responsibilities, the committee is authorized to confer with and make recommendations to parties engaged in disputes concerning provisions of their agreements or the structure of collective bargaining.

The committee is also charged with promoting more effective machinery for resolving disputes, in keeping with the interests of each branch of the construction industry and existing procedures that have already proven effective.

Other functions of the new committee—established at the recommendation of an interim construction labor-management committee that has met regularly since November 1974—include:

—Compiling, reviewing and analyzing data on regional manpower requirements, availability and training in construction;

—Considering measures to promote more stable demand for construction labor and provide more weeks of work per year;

—Taking steps to increase construction productivity under collective bargaining agreements;

—Considering collective bargaining problems which arise from activities of separate federal agencies as they affect the construction industry; and

—Encouraging establishment of similar regional or local labor-management committees on an area basis when deemed appropriate.

For College Study

Urban Transportation Grants Awarded by Federal Agency

SEVEN grants totaling more than $1.6 million for research and training in urban transportation have been awarded to colleges by the Department of Transportation's Urban Mass Transportation Administration (UMTA).

The UMTA program of giving research and training grants to universities and colleges has been in existence since 1969. The grants are designed to attain the following goals:

—To encourage development of new training courses to prepare people for research, teaching and operational positions in the urban transportation field.

—To expand and strengthen the national capability to carry on high quality research of problems in urban transportation at local, state and federal levels.

—To assist in establishing facilities that can be used by agencies at all government levels—as well as by private industry—to solve urban transportation problems.

Receiving the awards are: University of Illinois, $390,000; Polytechnic Institute of New York, $390,000; University of Washington, $390,000; Princeton University, $130,000; North Carolina A&T State University, $130,000; Carnegie-Mellon University, $130,000, and Northern Arizona University, $56,704.

Persons desiring further information are requested to contact: Department of Transportation, Urban Mass Transportation Administration, Washington, D.C., 20590.

In July

Social Security Checks To Increase 8 Percent

RECIPIENTS of Social Security and Supplemental Security Income benefits will get an 8 percent increase in their checks this July.

An estimated 35 million Americans will receive the hike, according to the Department of Health, Education and Welfare.

The higher benefits were expected to go through despite HEW Secretary Caspar Weinberger who has been trying to get Congress to limit the hike to 5 per cent.

Under current law, HEW is obligated to up the checks on the basis of a cost-of-living clause placed in the Social Security program the last time Congress amended the statute.

Congressmen have shown no inclination to bow to the Administration's wishes to limit the gain to 5 per cent.

The 8 per cent increase will boost average Social Security monthly benefits from $184 to $200 for retired men, and to $193 from $178 for widows. The increase will give a retired couple $341—up from $314.

Landmark Rulings

Bargaining Unit Guidelines Set for Hospital Organizing

IN split decisions on eight separate cases recently, the National Labor Relations Board laid down landmark ground rules for organizing workers employed by non-profit hospitals and nursing homes.

The batch of rulings was significant in that union organizing activity at hospitals and nursing homes has grown rapidly since last year when Congress amended the National Labor Relations Act to cover private, non-profit health care institutions. Profit-making institutions already were covered.

Rulings on the eight cases resulted in what amounts to the following guidelines:

—Registered nurses are entitled to form a bargaining unit separate from other professional health care employees.

—Technical employees also may bargain separately, that is, those with specialized training such as X-ray technicians, licensed practical nurses, psychiatric workers, respiratory and infant skills, operating room and orthopedic workers.

—Clerical workers in business offices are entitled to a separate bargaining unit, but such workers employed in wards are grouped in service and maintenance units.

—Service and maintenance workers are considered a separate bargaining unit and include nurses' aides and orderlies, food workers (dietary, coffee shops, cafeterias, etc.), store room and boiler room workers, morgue assistants, pharmacy aides, dark room work and EEG and EKG technicians.

In a footnote to one decision, the Board declared it would consider a unit of all professional employees appropriate, excluding registered nurses, if such a unit was sought by a union. Although the Board was not specific in this area, such units might include physicians, resident doctors or interns on a hospital staff.

Court Ruling

No-Fault Auto Insurance Gets Setback in New York

NO-FAULT auto insurance suffered a setback recently when the New York State Supreme Court ruled the state's law was unconstitutional because it denied due process and favored the rich.

The 13-page opinion attacked the law's provision which set a minimum of $500 in medical expenses before an accident victim could sue for pain and suffering.

The decision said this particular provision violated due process because it denied trial by jury to a whole class of citizens and it denied equal protection under the law by creating arbitrary classes.

New York's law, said the court, favored the rich because "those who can afford higher medical fees than those less economically fortunate reach the threshold much faster and so they can sue for pain and suffering while the poor cannot."

The court decision was significant because 15 other states have statutes similar to New York's no-fault insurance law.

In Florida, Massachusetts, Kansas and New Hampshire, the supreme courts have upheld the constitutionality of the laws, asserting that the guaranteed number of benefits are a proper exchange for some restrictions on law suits.

In Pennsylvania and Michigan, where the constitutionality of no-fault auto insurance is being challenged, no final decision has been reached.

The State of New York indicated immediately it would file an appeal to the supreme court's ruling which, if upheld, relegates New York's no-fault insurance to the junk heap.

However, the New York law, according to the state's attorney general office, will remain in full force so far as the reporting of accidents. Also, state officials said, carriers are still obligated to pay no-fault claims.

Survey Shows:

Mandatory Retirement Opposed by Americans

EIGHTY-SIX per cent of the American public is opposed to mandatory retirement, according to the findings of a survey conducted for the National Council on the Aging (NCA).

The public opinion sampling was described by NCA as the most extensive ever undertaken to determine the public attitude toward aging and older Americans, and to document older Americans' views and attitudes about themselves and their personal experiences of old age.

Opposition to a fixed mandatory retirement age was shared by 79 per cent of those who make the hiring and firing decisions. In addition, the great majority of the decision-making group agreed that most employers discriminate against older people and make it difficult for them to find jobs.

Fifty-eight per cent of the public, it was found, believed that most older people can continue to perform as well on the job as they did when they were younger. The findings were interpreted by NCA as indicating that the public at large favored an individualized method for determining retirement.

Other findings by the survey:

—Some 36 per cent of all American workers are employed by a company or organization that has a pension or other employee benefit plan with a fixed retirement age.

—Among older Americans, now retired, 37 per cent said they did not retire by choice; approximately the same number said they would still like to be working.

Legislation, Politics, Government

• GASOLINE MILEAGE TAX

The House Ways and Means Committee okayed a proposal to tax new cars sold on the basis of gasoline mileage per gallon. The so-called "fuel efficiency" tax would become effective with 1978 model cars. Under the proposal, an auto meeting the standard would escape tax —but if mileage fell short, the product would be taxed.

• PUSHING FOR HELP

Senators are restlessly trying to figure out how to get more money to hire aides for help in their work, without offending the taxpayer. Each senator now is allotted anywhere from $392,000 to $752,000 a year for office staff, depending upon the population of his state. The new personnel sought would aid the senators in their committee work.

• CAMPAIGN SPENDING

The 1974 congressional election campaigns cost a total of nearly $74 million, according to Common Cause. The citizen action group reported an increase of about $7.5 million overall in spending on House and Senate races from the 1972 campaign. Democrats spent $40.2 million and Republicans spent $32.4 million in 1974 with independents and minority party candidates accounting for the rest.

• CONSUMER FRAUD

For the first time ever, there have been congressional hearings recently on the issue of consumer fraud. A proposal submitted in the Senate would make it a federal crime for any firm to defraud consumers in the selling of goods, services or property. Fraudulent operators who wantonly abuse consumers are untouched by existing law.

• ABSENTEE CONGRESSMEN

A congressman from Delaware decided that Congress was not working hard enough, suffering from absenteeism. He introduced a bill requiring congressmen to show up for at least 70 per cent of all votes or else resign from their jobs. The bill did not get much support.

• CHILD LABOR TESTIMONY

Assistant Secretary of Labor Bernard E. DeLury testified before the House subcommittee on agricultural labor recently, opposing proposals that would permit children under 12 to work as hand harvesters on large farms. Said the official: Letting children under 12 work on farms is not the right way to give growers an adequate supply of harvesters.

• BANKS OPPOSE LEGISLATION

Lobbyists for banks and savings and loan associations have been vigorously opposing a Senate bill that would require them to make public their savings and investment patterns. The measure is aimed at curbing "red-lining"—the process in which a lending institution refuses to make conventional mortgage or home improvement loans in areas they deem risks.

• SENATOR TO RETIRE

Sen. Roman Hruska of Nebraska, one of the best known of the arch conservatives in the Senate and noted for his votes against beneficial labor and social legislation, says he will retire at the end of his current term in 1977.

• 'RIGHT-TO-KNOW' LAW

A 'right-to-know' law is progressing through the Connecticut general assembly and is expected to be passed and signed by the governor. An administration and policy committee already has unanimously approved the bill of which the preamble states: "The people do not give their public servants the right to decide what is good for the people."

For Your Information

● Another Postal Increase

The U.S. Postal Service is expected to ask for another hike in postage next October 1st—this time seeking a 13-cent first class stamp. The current stamp is a 10-center.

Postal Service spokesmen say the added revenue would amount to about $3 billion. Hopefully, the additional money would help the organization get out of the red.

Since changing over from the U.S. Post Office Department in 1971 to a business, the U.S. Postal Service has yet to meet its charter goal of self-sufficiency.

Already, lobbyists for the Postal Service have proposed legislation that would give it a subsidy of $920 million a year from federal funds.

● Charity Record

Gifts to charitable funds in the United States set a record of $25 billion in 1974, according to the American Association of Fund-Raising Counsel, Inc.

The record amount was an increase of 7.4 per cent over donations in the previous year.

Religious organizations received nearly $11 billion of the total gifts in 1974. Other leading recipients were: Health groups about $3.9 billion; education $3.7 billion; social welfare $2.3 billion.

All kinds of gimmicks are blossoming to take advantage of the bicentennial celebration. One of the latest is revival of the famed Conestoga (covered) wagon used to pioneer the West. A notorious non-union firm is producing it in Arkansas.

● Car Dealer Doldrums

American auto manufacturers, watching their new car sales eroded by consumers who refuse to pay exorbitant prices and also by foreign imports offering better gasoline mileage, are suffering casualties in their dealerships.

New car outlets held up in numbers fairly well after the gasoline crunch. Still, some 369 American auto dealerships went under last year. Still in operation at the beginning of 1975 were 24,980 new car retailers.

Then came the shock. Another 213 new car dealers went down the drain in the first quarter of this year, according to *Automotive News,* an industry publication.

Officials of the Automobile Dealers Association fear even more new American car sellers will go out of business.

● Budget Translation

Congress is halfway to enactment of a law that would translate national budget costs into language that taxpayers can understand more easily.

The Senate has already passed legislation that would require each congressional money bill to illustrate the actual cost of an appropriation to the average taxpaying family.

For example, the current annual outlay of more than $82 billion for national defense would be shown to cost the average taxpaying family of 3.6 persons exactly $1,345.84.

Not unreasonably, the legislation is referred to on Capitol Hill as the "truth-in-spending" bill.

● Birthday Coins

The first coins honoring the 200th birthday of the United States are now being minted in San Francisco.

The coins are newly-designed 25-cent, 50-cent and dollar pieces.

Former President Dwight Eisenhower's profile is on the dollar with a combination Liberty Bell and Moon on the reverse side.

The 50-cent piece shows Independence Hall. The quarter features a Revolutionary War soldier beating a drum.

● Home Canning

Manufacturers of canning jars and lids are operating at 24-hour schedules 7 days a week to try and match an expected demand for home canning supplies.

Millions of Americans are planting vegetable gardens to save money. It is estimated that at least 3 million new home gardeners will try canning their products.

Those who figure out such things believe that at least 400 million new canning jars and lids will be needed to meet the demand.

● Gambler Loses Big One

The U.S. Tax Court recently sustained the Internal Revenue Service on the following case disposition:

An habitual gambler had a big track day in 1970, winning $45,000. Nearly a year later, he reported $47,000 in winnings—fully offset by $47,000 in losses—on his income tax return. The gambler documented his case with a stack of losing tickets.

But the IRS took a look and taxed him on $15,000 in unreported income. It was noted that many of the gambler's losing tickets bore dates before his big hit and that he could not explain where else he had gotten the money to lose! (The cash had not come from savings or from his low-paying job.)

Home Buyers Scarce

Only one of every six American families can now afford to purchase a new, average-priced home, according to a recent congressional Joint Economic Committee report.

The main reason is that the average cost of new homes in 1974 was $41,300 and is undoubtedly higher now. According to the JEC report, a potential buyer of such a home would need an income of $23,300 a year.

But the average family's income is only $12,051, according to the most recent figures supplied by the Census Bureau.

In terms of the 1949 dollar, the dollar in 1974 was worth about 48 cents with 21 cents of the loss coming in the past four years alone, according to the Conference Board, an independent economic research organization.

World Bank and Health

For the first time in its history, the World Bank has issued a policy paper specifically dealing with health and emphasizing the link between illness and poverty in the developing world.

The policy cited a need to reform health programs in developing countries by bringing those efforts closer to the needs of people and de-emphasizing such politically popular and visible projects as new hospitals and medical schools in major cities.

Instead, says the World Bank, there is a great need for large numbers of health workers who can bring preventive health measures and health education directly to the poor.

The report said flat out that poverty was a major cause of disease in the developing countries.

The Bureau of the Census has revised its projection of the United States population total in the year 2000 and now expects between 245 million to 287 million Americans in that year. The present U.S. population total is estimated at more than 213 million.

Summer Gasoline

There will be an ample supply of gasoline to fill the needs of vacationing motorists this summer, according to the American Petroleum Institute.

The demand for gasoline has declined about 3 per cent since last year. Industry officials believe the supply is sufficient to meet needs.

School Ring Prices

Manufacturers of school rings are raising their prices substantially over the tag for last year.

L. B. Balfour Co., one of the biggest firms in the business, has boosted its prices about $10 with the average high school class ring ranging anywhere from $30 to $90. Two other big companies have upped their prices by $8 to $15 this year.

Ring manufacturers put the blame for the higher price tag on the increased cost of gold. They now are beginning to consider alternative metals in ring production. Introduced in the past year has been an alloy called ultrium which looks like platinum or white gold and sells for 20 per cent less.

Oddly, all major manufacturers of school rings say that sales are up for their more expensive college rings.

Women Blamed

The president of the American Management Association recently blamed women for the anti-business mood in the United States.

James L. Hayes charged that women are too critical and disrespectful of the business world, adding: "There is strong circumstantial evidence that some corporate wives may consciously or unconsciously raise their children with anti-business attitudes!"

Hayes made the statement in an article published in the *Wall Street Journal*.

New Wheelchair

A man who has been confined to wheelchairs for 40 years recently invented one that will climb stairs. The machine is expected to go on the market next autumn.

Receiving a patent for the vehicle was Howard M. Jensen of Huntington, N.Y.

The new chair does not run on ordinary wheels but on two pairs of tracks that consist of sprockets mounted on endless belts. The main tracks are usually level, and the auxiliary tracks are geared to them in front and lead the way up or down stairs.

The seat is electrically self-leveling. Hydraulic cylinders that connect the two sets of tracks keep the chair from pitching forward as it starts down a set of steps.

Electric Rates

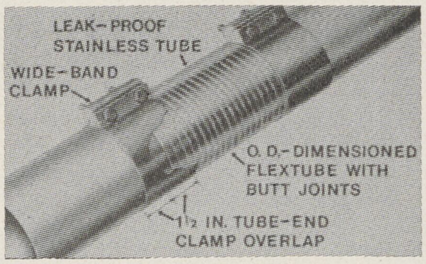
Industry observers believe the nation's electric utility companies will be successful this year in getting sharp increases in their basic rates charged to consumers.

Altogether, state utility regulators are being asked to okay rate increase proposals totaling nearly $4 billion in increases. Last year, the utility companies won overall rate hikes of $2.2 billion, much of which was so-called "fuel adjustment" provisions—a rate hike by another name.

Utility analysts say that electricity bills in the United States last year increased at somewhere between three and four times the rate of inflation.

Supermarket profits last year were at their highest level since 1971, according to reports made at the annual convention of the Super Market Institute recently. Profits as a return on total assets in 1974 were about 40 per cent higher than in the previous year.

WHAT'S NEW


LEAK-PROOF STAINLESS TUBE
WIDE-BAND CLAMP
O. D.-DIMENSIONED FLEXTUBE WITH BUTT JOINTS
1½ IN. TUBE-END CLAMP OVERLAP

Flexible Exhaust Connector

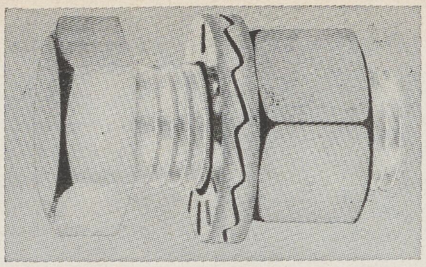
A new flexible exhaust connector for heavy-duty trucks with a claimed lifetime of half a million miles features an "in-line" butt-joint of flexible stainless steel tubing of the same outside diameter as the adjoining rigid tube. The clamp sleeve laps 1½ inches over each tube and at the joint.

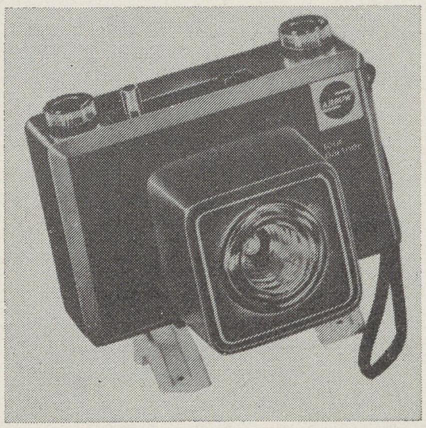
Hand-Made Leather Bracelets

A novel gift idea is a bracelet handcrafted of genuine leather. Women's bracelets are ½ inch wide with hand painted flowers on each side of name. Flowers come in yellow, pink, orchid, blue, orange or white. Men's bracelets are ¾ inches wide with a plain design and no choice of color. Each has a sturdy, easy-open snap lock. Price is $2 each or three for $5.

Super-Locking Lock Washer

Now there's a new lock washer device which, it is claimed, tightens tighter as the nut applied to it begins to loosen. The product is two identical hardened steel pieces that mesh together against a series of inclined planes. When the nut tries to rotate loose, one piece of the device rotates with it, increasing the pre-load by jamming the cams of the locking device even tighter. This comes about because the cam rise angle is greater than the lead angle of the thread by about 50 percent. They are available from $^3/_{16}$ to 1⅛ inches and metric from 5mm to 28mm. The maker says the device can even take the place of spot-welding or riveting.



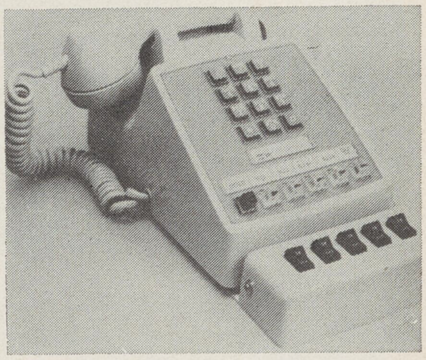


Three-Way Bicycle Accessory

For the kids' bikes (or for your own) there's a new three-way combination that clamps to the handlebars. It's a combined solid-state radio, a headlight and a horn. To discourage light-fingered passersby, there's an easy-on-off lever so you can use it as a portable radio at the beach, picnic, etc. It comes in red, blue and black at about $20.

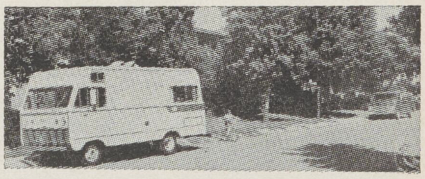
WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

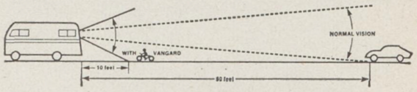
A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



Versatile Telephone Accessory

A phone call transfer and conference caller device, using solid state electronics, attaches to any business phone with two or more lines in seconds. There is no actual connector to phone lines and no batteries or outside current is required. Any incoming call can be transferred to another phone and three or more people can talk to each other, even though they are on separate phones, even in different parts of the country, or on WATS, lease or tie lines. It also has a jack so conversations or dictation can be recorded by any standard casette recorder. It costs $50 (less in units of three or more), is guaranteed for a year and features a 30-day money-back trial period.





Better Backing Visibility

Employing the principle of the Fresnel lens, a special flat vinyl lens applied to the rear window of a van enables the driver to see what is immediately behind his truck, serving to prevent costly damages or tragic accidents in backing. "Vangard" lets the driver view as close as 10 feet to the rear of his vehicle. Made of optical grade vinyl, it takes only water and a few minutes to apply. It is not affected by heat, cold, sunlight or vibration. The lenses come in two sizes: 8x10 for $6.95 and 11x14 for $12.95.

LAUGH LOAD

Silence That Shrieks

The young man brought the daughter home quite late. All was quiet downstairs until the father yelled from the top of the stairs: "What are you doing down there?"

"Why, we're not doing anything, father," replied the daughter.

"Well, I wish you'd make a little more noise while you're not doing anything," replied the worried parent.

Daffynitions

A recession is when your neighbor is out of work. A depression is when you're out of work.

She Was Real Thoughtful

During the family fuss, he said. "When we got married, you promised to love, honor and obey!"

"Yeah, I did," she shot back, "but only because I didn't want to start an argument in front of all those people!"

UFO Lands

A member of a sky-diving club who participated in a nighttime jump wore red and white flashing lights to prevent mid-air collision with other jumpers. He mistook a well-lighted area for his predetermined target and steered his parachute for it.

Upon landing, he realized his error and walked over to a woman who had watched his descent. With his lights still flashing, he asked where he was. The woman, obviously shaken by the event, quickly replied, "Earth!"

Head Count

Principal to small boy: "It's very generous of you, Tommy, but I don't think your resignation would help our crowded school situation."

The Farmer's Revenge

The farmer had been taken in so many times by the local car dealer that when the dealer wanted to buy a cow, the farmer priced it to him like this: Basic cow, $200; Two-tone extra, $45; Extra stomach, $75; Product storage compartment, $60; Dispensing device, four spigots at $10 each, $40; Genuine cowhide upholstery, $125; Dual horns, $15; Automatic fly swatter, $35. Total, $595.

He Can Count!

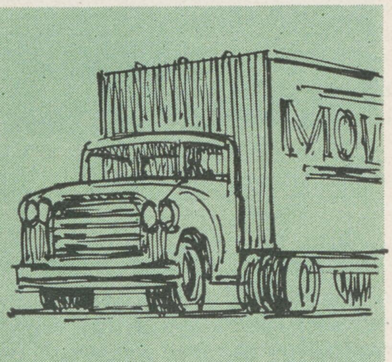
Mother: "What happened after Billy hit you?"

Tommy: "He hit me a third time."

Mother: "You mean he hit you a second time, don't you?"

Tommy: "No, I hit him the second time."

MOVING? *Let Your Local Union Know!*



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NAME..

NEW ADDRESS..

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City State Zip Code

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City State Zip Code

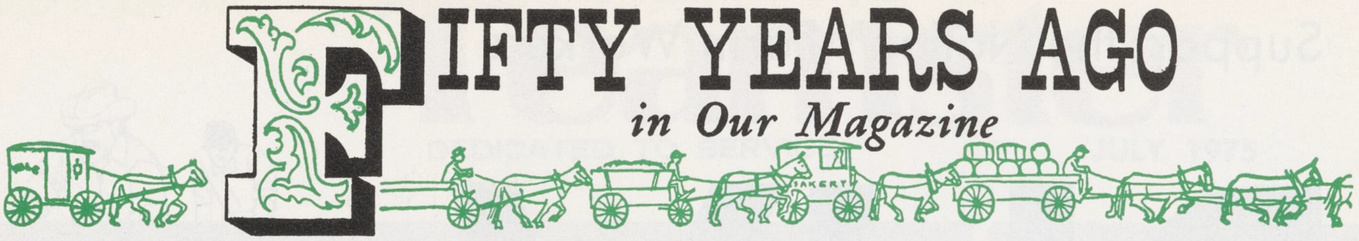
LOCAL UNION NO..

LEDGER NO..
(If unknown—check with Local Union)

NAME OF EMPLOYER..

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO
in Our Magazine



VOL. XXII *(From the June 1925 issue of the TEAMSTER)* **Number 6**

Shortage of Congressmen?

There seems to be a shortage of leaders in political fields, and why? Simply because men with brains who are honest, decent and clean will not enter into the degrading conditions surrounding political life. First, the salaries paid are not sufficient to encourage men of high-type character to enter into politics. Just imagine an individual getting $7,500 a year (the salary received by congressmen up to the present time) sent to Washington to make the laws governing our nation. Yes, such individuals have the power to vote our country into war, or, by their statements or actions, may lead to arguments causing misunderstandings between nations.

To get elected to Congress it usually costs the individual more than the salary he receives, and the cost of living in Washington, for a family of two or three, is much more than the amount received in salary, and quite often the first year's salary is spent even before the congressman takes his seat.

You many, therefore, think for yourself and endeavor to figure out how men can afford to sacrifice their time by going to Congress at the salary they receive. There is only one answer to the question—there must be more money in the job than the amount of salary paid, or else the men who seek the office have a lot of money and go there just to pass away their time, or else they are low-grade individuals who really never amounted to anything at home.

So far as honor being attached to the job is concerned, 85 per cent of the congressmen in Washington are practically unknown. Back home, in a small town, they may attract some attention, but in Washington they are not known at all, as only a few brilliant, able congressmen ever make a mark in Washington.

A United States Senator gets the same salary as a congressman and the dignity of the office which he holds compels him to spend much more money than he receives in salary, so, without going any further into the subject, you can readily understand that high-class men, men of honor and who have brains, are not encouraged to enter into the political life of the nation. Consequently, there are today at the head of many of our local governments, and our national government, men making laws for us who are not possessed of even medium grade intelligence, understanding and honesty.

A Common Bond . . .

Trade unions enable the workers to collectively achieve by united effort that which is impossible to acquire single-handed and alone.

The trade union movement is the most important one to the workers. It is through it, and it alone, that the workers are able to have a voice in determining their terms of employment. No power on earth can crush the organizations of labor save the adoption of unwise policies and an unrelenting attitude to refuse to see the danger that is apparent.

The trade union movement is the most scientific, logical and helpful movement of the workers that has ever existed, and that can ever be developed.

Will Bear Watching

The "borer from within" has had some pretty hard bumps lately, and signs are not wanting that he and his ilk figure subtlety of method might get them what they want. Watch and beware. Scan their resolutions and proposals with caution and suspicious carefulness. Usually the more "harmless" they look the more likely they are to cover ulterior purposes. To them, the prime purpose of a trade union, that is the increasing of wages and the improvement of working conditions, means nothing. They merely want to use it for their own schemes. If at the end of that process they have brought all its work of years into a heap of wreckage then, like incendiary maniacs, they will dance around among the ruins burbling like imbeciles about how they have "educated the workers."

Atrocities in Building Industry

New York—Nine-tenths of the building in this country is done by speculators who have no pride in their work, and most houses have to be reconstructed in 12 years, according to Walter Stabler, controller of the Metropolitan life insurance company, in an address to the American construction council.

These builders put up houses that are difficult to keep warm. The only way to make them build decent houses, said Mr. Stabler, is to subject them to control by the people from whom they borrow money. Money lenders could exert greater influence for better homes than any other agency because they could withhold loans from enterprises that failed to meet their standards. The plan has already been tried successfully by his company, which has architects and other experts supervise construction work, said Mr. Stabler.

A better building bureau would, he continued, issue "certificates of character" to builders who did their work properly. This certificate would read: "This is a Class A house," and would be framed and hung up in the house when it was put on sale.

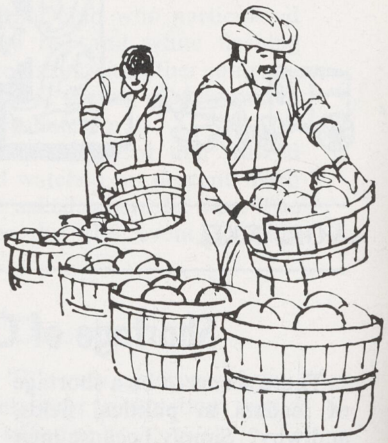
The insurance man's views were sustained by a committee of the council, which reported that its year's survey of housing conditions showed that "a deplorable condition" existed through-out the country in almost every community because builders and financiers failed to take good building standards into consideration.

The report asserted that a large percentage of present-day building is inferior in quality and unsound in financing, and that thousands of homes now being built, or recently finished, are of such poor quality that they will be of virtually no value within 10 years.

Loan shark methods in financing is a factor in poor construction, and the organization of a company to loan money on second mortgages at a low rate of interest was urged. Under the present system, it was stated, a buyer has to pay a discount of 15 to 20 per cent on his second mortgage.

A feature of the discussion was the absence of hysterical speeches about "high wages" being responsible for shoddy houses and their excessive costs.—News Letter.

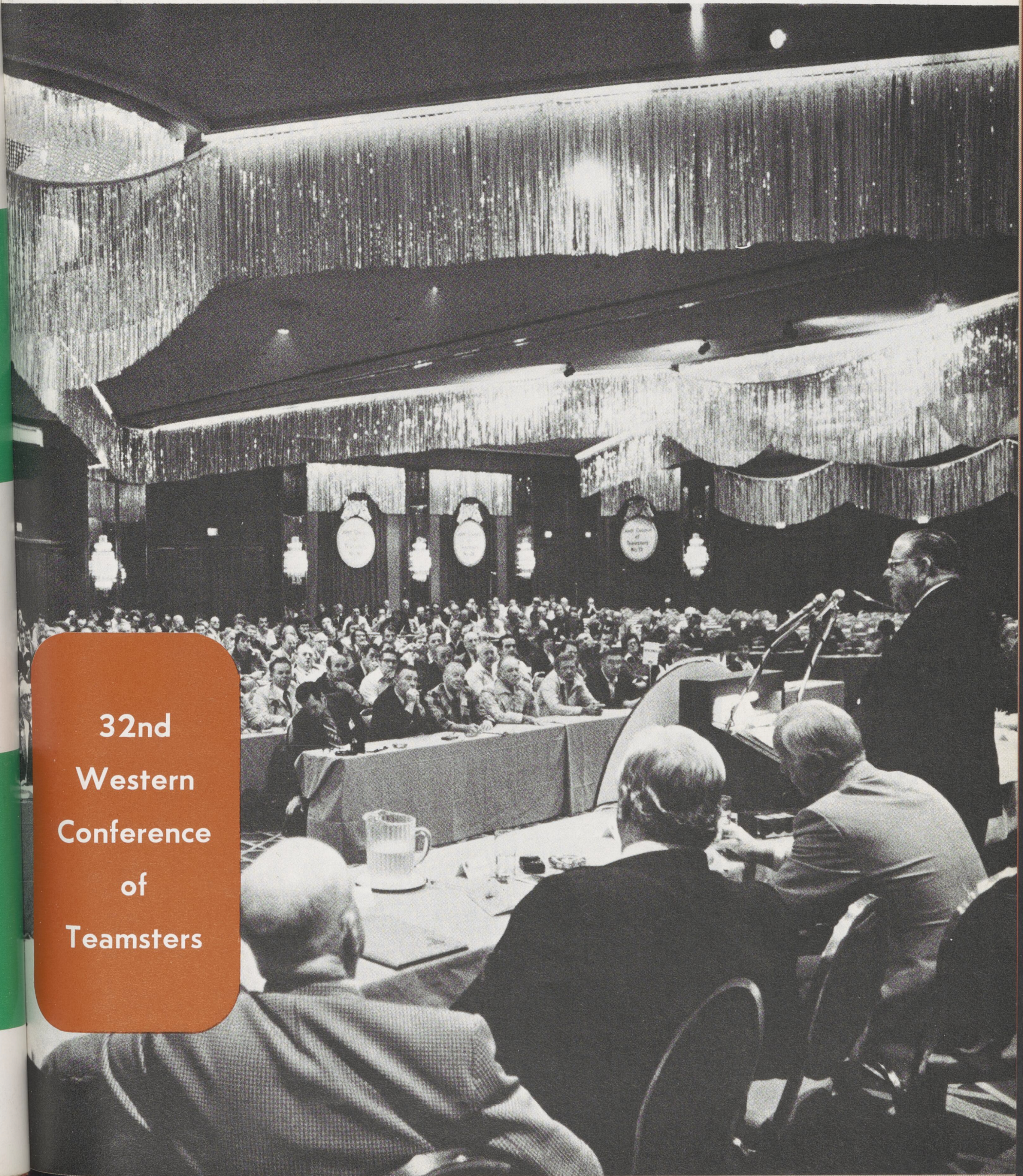
Support the Nation's Farm Workers



BUY
Lettuce
BUY
Grapes

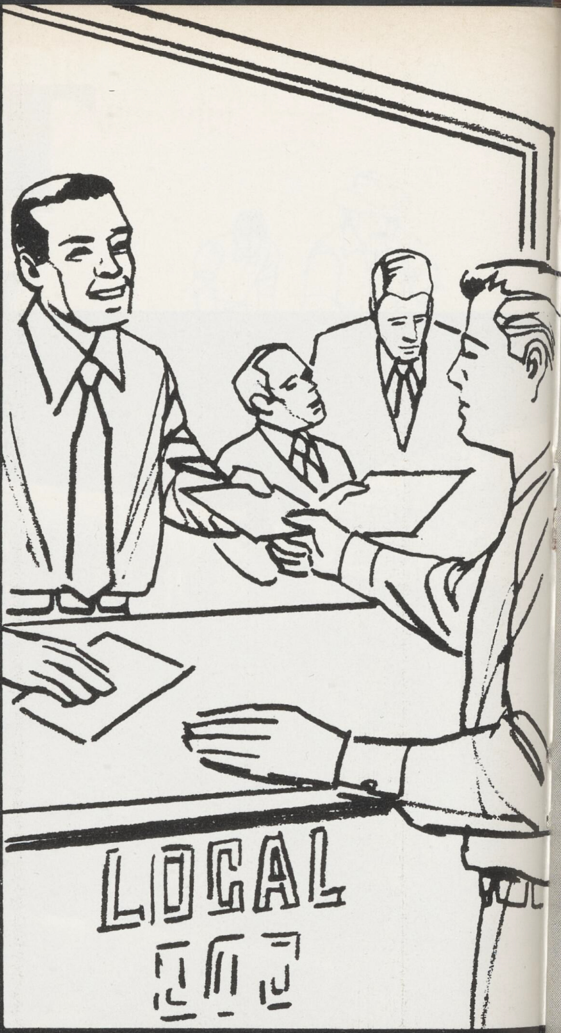
Support Legislation to Bring Farm Workers Under the National Labor Relations Act

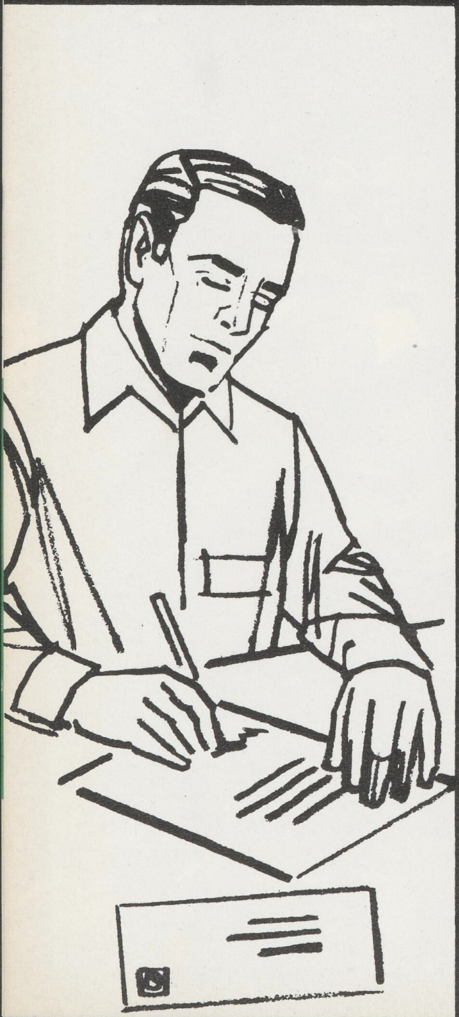
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
JULY 1975



32nd Western Conference of Teamsters

Get a Withdrawal Card From Your Local Union When Leaving the Craft





When You Move Notify Your Local Union of Your New Address

Labor News in the Headlines

WASHINGTON, D.C.	The Coalition of Labor Union Women (CLUW) is now highly active in working with other groups on observances to mark International Women's Year.
UNDATED	A recent survey discovered that safety and health provisions more and more are being negotiated in collective bargaining agreements. Some 82 per cent of current contracts contain S & H language, compared with only 65 per cent in 1970.
UNDATED	Merger talks are underway between the United Rubber Workers and the Oil, Chemical and Atomic Workers. Officials of both unions agree that a merger is a long way off. Together, they have a total of about 400,000 members.
WASHINGTON, D.C.	Unions won 51.1 per cent of the representation elections conducted by the National Labor Relations Board during fiscal 1974, bringing 151,000 workers into collective bargaining units.
NEW YORK CITY	There has been a sharp increase in union-negotiated dental plans, according to the president of the American Dental Assn. Dr. L. M. Kennedy said a survey shows that the largest corporations in the United States expect unions to push for dental insurance in their next negotiations.
WASHINGTON, D.C.	The National Labor Relations Board is sticking with the figure of 6 per cent interest on backpay awards despite the recommendations of an administrative law judge who says the interest should be raised. Six per cent, said the judge, no longer is adequate. The Board asserted otherwise. It said the rate of inflation has been fluctuating "up and down" and "differs" according to geographic area.
LOUISVILLE, KY.	The University of Louisville awarded an honorary doctorate in the social sciences to W. J. Usery, Jr., director of the Federal Mediation and Conciliation Service, for his contributions to labor-management relations.
JEANNETTE, PA.	It was ruled by the National Labor Relations Board recently that an employer in Jeannette violated the law by prohibiting his employees from even discussing their own paychecks.
WASHINGTON, D.C.	A record of 4,956 cases of unfair labor practice charges against employers were filed in the first three months of 1975—slightly more than 10 per cent above the filings in the same quarter a year earlier.
CHICAGO, ILL.	A University of Chicago researcher has concluded that night work causes a worker's health to suffer. The most troublesome aspect of night work, however, is the disruption of social and personal ties.
CADILLAC, MICH.	An arbitrator ruled in a Michigan case recently that a company cannot file a contract grievance against a union. The arbitrator said the contract limited use of the grievance system to workers and their union.
WASHINGTON, D.C.	In a precedent-setting decision, the Supreme Court ruled recently that refusal by the Secretary of Labor to set aside a union election was not subject to review by trial in the federal courts.
UNDATED	An estimated 4.2 million youngsters are entering the labor force this summer, according to federal government computations. This month, the labor force age of 16-to-24 is expected to total 25.3 million—a half-million more than last year at the same time.
MIAMI, FLA.	Eastern Airlines told its 32,000 employees that unless they agreed to take pay cuts the company might be forced to sell some of its airplanes to make ends meet. So far as is known, there was no pitch made to stockholders warning them they might expect either reduced or no dividends in the future.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Editorial material should be addressed to:
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FROM THE FIELD

TOUR BUS DRIVER IS ASSEMBLYMAN

While only 27 years old, Richard Garcia, a member of Teamster Local 996 in Honolulu, recently was elected the new vice speaker of the Hawaii House of Representatives.

Garcia works nights and weekends as a tour bus driver, taking the job with Hawaiian Discovery Tours so he could get closer to people without office pressures.

Garcia has represented the Pearl Harbor—Kalihi-Kai district for five years. In 1971-72 he was made chairman of the House Public Health Committee and last year he was named assistant majority leader.

HONORARY DEGREE GIVEN TEAMSTER

L. B. Day, secretary-treasurer of Teamster Local 670 in Salem, Ore., recently was awarded an honorary degree of civil law by Willamette University.

CAROLINA OFFICER HONORED BY LOCAL

Heman Devine, vice president of Teamster Local 61 in Hickory, N.C., recently received an outstanding service award from the executive board and members of the local union. Devine was a charter member of Local 61 in 1946. He retired recently after serving as vice president for nine years. He was a shop steward at Carolina Freight Carriers in Cherryville for 23 years.

RETIRED JOE DIVINY GIVEN ITALIAN AWARD

Joseph Diviny, president emeritus of Teamster Joint Council 7 in San Francisco, Calif., and retired International vice president, recently was awarded the Order of Merit of the Italian Republic. The award is one of the highest distinctions granted civilians by the Italian Republic.

Diviny received the honor from Italian Deputy Consul Domenico Giannini at a luncheon.

In explaining the award, Giannini said: "Mr. Joseph Diviny, in the various capacities through which he has served the community during many years of dedicated effort, has spent of his time and personal resources in the betterment of conditions and life for Italian immigrant workers.

"He has been most active in charity work and the beneficiaries of these endeavors have regularly been Italian causes, foremost amongst which is the Boys' Town of Italy."

TEAMSTER AIDING SENIOR CITIZENS

Teamster Local Unions 381 and 865 in Santa Maria, Calif., are engaged in a building project that will provide new, comfortable housing for senior citizens. A high-rise apartments is expected to be completed soon. Part of the funding for the project came from the Federal Housing Administration.

MEMBER'S SON PICKED FOR JUNIOR OLYMPICS

Sixteen-year-old Tim Martin, son of Jack Martin of Teamster Local 844 in Waterloo, Ia., was named a member of an Iowa wrestling team that took part in the A.A.U. Junior Olympics in Warsaw, Poland, recently. The Iowa all-star wrestlers competed against a series of teams in the Polish tour.

PITTSBURGH OFFICER TAKEN BY DEATH

Nicholas Roth, secretary-treasurer of Teamster Local 205 in Pittsburgh, Pa., died recently after hospitalization. He also was secretary of the board of administration and the board of trustees of the Greater Pittsburgh Dairy Industry Pension Fund.

DRUG, CRIME SHOW SPONSORED BY LOCAL

Teamster Local 823 of Joplin, Mo., recently sponsored an annual labor show devoted to the subjects of drug abuse and crime prevention. William Kitts, Local 823 president, said the program was presented free to the public with the aid of cooperating merchants.

CHAMPIONSHIP TEAM SPONSORED BY LOCAL

A championship baseball team sponsored by Teamster Local 769 of Miami, Fla., was scheduled to take part in a Koury League national invitational tournament at St. Louis, Mo., in July. The club won the Florida state junior division crown, according to Tony Cannestro, president of Local 769.

OLD-TIMERS TAKEN BY DEATH IN WEST

Two former officers active in western Teamster affairs many years ago died recently: John W. Filipoff, one-time secretary-treasurer of Teamster Local 208 in Los Angeles, and George Pohlman who retired from Teamster Local 606 in Washington 20 years ago. Filipoff suffered a heart attack. Pohlman was nearly 86 years old when he died.

CAVANO HONORED AT RETIREMENT

George Cavano retired as secretary-treasurer of Teamster Local 174 in Seattle, Wash., recently and was honored with a banquet at which Teamster General President Frank E. Fitzsimmons was the major speaker.

Cavano, a Teamster for 34 years, was the chief executive officer of the local union for the past 23 years. Civic leaders as well as state dignitaries and friends and colleagues participated in the banquet.

MONTANA PRESIDENT TAKEN BY DEATH

Donald J. McNeil, president of Teamster Local 53 in Bozeman, Mont., died recently. He joined the local union in 1948 and served as a trustee many years before his election last year as president.

OBSERVATIONS OF THE GENERAL PRESIDENT

IT HAS LONG been a premise among government economists that some unemployment is good for the nation's economy. Usually the premise has been advanced when joblessness was around four or five per cent.

We in organized labor have never accepted that viewpoint. Nor do we accept the newest propaganda that economic recovery is at hand when the tag line is that unemployment will remain at about nine per cent for the next year.

Secretary of Labor John Dunlop recently remarked that the nation's intellectuals remain out of touch with and have an artificial view of the American worker.

The significance is that many of our decision makers are so-called intellectuals. And, it is the decision makers' artificial view of worker needs which stands between our national problems and programs to solve them.

The difficulty is that decision makers view workers as statistics instead of persons with human needs, such as a job.

It is this impersonal approach to human needs which causes much of our difficulty. We need desperately, as a nation, to raise our sights. We need to lift our eyes away from statistics so we can more clearly recognize human misery caused by unmet human needs.

Only then can the intellectuals and the decision makers take a realistic view of the American worker. Only then can they divest their artificial view that workers are merely chess pieces to be manipulated in the game of politics and economics.

Secretary of Labor Dunlop made another remark which has deep significance. He said union leaders know what workers want (and need) because their internal systems of communication are so designed.

I believe it is well high time for the intellectuals and the decision makers to begin communication with American workers. If the decision makers ever become so inclined, they will not herald the coming of economic recovery when nine per cent joblessness for another year is part of their prediction.

And, is can be done. Certainly, Secretary of Labor Dunlop can be classified as an intellectual. His credentials rank among the highest in the academic world. Yet, he recognizes the real world in which the American worker lives. He recognizes their problems in real terms.

It is refreshing to hear Secretary Dunlop's remarks. They represent the first breath of fresh air to come out of the nation's bureaucracy in many a moon. I hope Secretary Dunlop's perception is contagious.

Frank E. Fitzsimmons

WESTERN
32ND
CONFERENCE
TEAMSTERS ... HELPING HANDS TO A BETTER LIFE
WAGES COST OF LIVING
COORDINATED BARGAINING
HEALTH & WELFARE BENEFITS
PENSIONS
JOB SECURITY
OCCUPATIONAL SAFETY & HEALTH
MEMBERSHIP REPRESENTATION
TEAMSTER RETIREE CLUBS
POLITICAL ACTION
LABOR EDUCATION
COMMUNITY ACTIVITIES
I. B. of T. C. W. & H. OF AMERICA
WESTERN CONFERENCE OF TEAMSTERS

Teamster General President Frank E. Fitzsimmons is shown addressing a session of the 32nd Western Conference of Teamsters held last month in Vancouver, B.C., Canada.

32nd Meeting

Western Conference of Teamsters Meets in Vancouver, B.C., Canada

More than 1200 delegates, alternates and guests were in attendance at the 32nd Western Conference of Teamsters meeting held last month in Vancouver, B.C., Canada.

Both General President Frank E. Fitzsimmons and Western Conference Director M. E. 'Andy' Anderson addressed themselves to the problems of Teamster membership—victims of either loss of work or victims of inflation in the nation's distressed economy.

Fitzsimmons called Teamster business agents the front line troops in defending the membership. (A complete story of his remarks to conference delegates appears elsewhere in this issue.)

Anderson outlined three important goals of the union in the years ahead, organizing the unorganized, getting wages, hours and conditions the membership needs in depressed economic times, and servicing and policing existing agreements. (A complete story on Anderson's remarks appears in this issue.)

Attesting to his faith in Anderson's leadership, General President Fitzsimmons reappointed Anderson director of the Conference.

Conference delegates addressed themselves to union leadership by passing a resolution calling for the reelection of General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller at the International Union Convention in June of 1976. (A complete text of that and other resolutions adopted by the delegates appears on the following pages.)

Also, delegates reelected 15 members of the Conference policy committee and elected four new members. Incumbents reelected were Jesse L. Carr, Joseph M. Edgar, Marven I. Eggert, Norman E. Finley, William McCollum, Norbert F. Miller, Mark J. O'Reilly, Wendell J. Phillips, Arthur Rutledge, Freddy F. Sanchez, Donald I. Sutton, Jerome L. Vercruse, Arnie Weinmeister, Peter Wilson, and William F. York.

New members of the policy committee are Jack Alexander, representing Joint Council 37; Richard Thomas, representing Joint Council 42; Harold W. Reynolds, representing Joint Council 67; and Lloyd McCormick, representing Joint Council 23.

Conference Director M. E. 'Andy' Anderson is also a member of the policy committee.

Conference speakers included:

Vancouver Mayor Arthur Phillips; Raymond Perrault, senate leader and cabinet member, federal government of Canada; Ralph Cotner, WCT Agricultural Division; R. V. Durham, IBT Director of Safety and Health; Warren Morris, WCT Director of Safety and Health.

Jack Strelo, WCT Director of Retirees' organizations; Gerry O'Hara, California Teamsters Legislative Director; David Sweeney, IBT Director of Legislative and Political Affairs.

Walter Hickel, former Governor of Alaska and former Secretary of Interior; Wendell Phillips, chairman of WCT Negotiated Pension Plan and chairman of Western States Representatives retirement plan; David Salmon, WCT research director.

Teamster Joint Council 36, of Vancouver, B.C., was host for the Conference meeting. IBT Vice President Edward Lawson is Council President and its Secretary-Treasurer is Ed Zimmerman.

IBT Vice Presidents in attendance were George Mock, Sacramento, Calif.; Harold Gibbons, St. Louis; Robert Holmes, Detroit; Ray Schoessling, Chicago, who also is Director of the Central Conference; Sam Provenzano, of Union City, N.J.; Edward Nangle, of Reading, Pa.; Roy Williams, Kansas City, Mo.; Southern Conference Director Joseph Morgan, of Dallas; Edward Lawson, of Vancouver, who is also a Canadian senator; Weldon Mathis, of Washington, D.C.; Arnie Weinmeister, of Seattle; and M. E. Anderson.

Also a visitor at the Conference meeting was Joseph Diviny, of San Francisco, who recently retired as an International Union vice president.

Western Conference Delegates Endorse Fitz-Miller in '76

WHEREAS, General President Frank E. Fitzsimmons has shown himself to be an outstanding collective bargainer, especially in the last three negotiations of the National Master Freight Agreement; and

WHEREAS, he has protected our collective bargaining agreements and the industries in which our members are employed by maintaining praiseworthy relations with government; and

WHEREAS, pursuant to this goal he has served the Nation, the trade union movement and the International Brotherhood of Teamsters in various capacities and offices with skill, energy, distinction and dedication; and

WHEREAS, he has dedicated himself to the betterment of the standard of living of working men and working women by giving of himself tirelessly and unselfishly and frequently at great sacrifice to himself and his family; and

WHEREAS, General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller have constituted a team whose guidance through cooperation and coordination of action during these critical periods have established the International Brotherhood of Teamsters as the foremost trade union in the world in size, influence and benefits for its members;

THEREFORE, BE IT RESOLVED that the delegates to the 32nd Conference of the Western Conference of Teamsters be recorded as unanimously supporting the re-election of Frank E. Fitzsimmons and Murray W. Miller to their respective offices as General President and General Secretary-Treasurer at the 1976 Convention of the International Brotherhood of Teamsters.

WCT Resolutions

(Editor's Note: Delegates to the 32nd Western Conference of Teamsters addressed themselves to considerations ranging from union leadership to collective bargaining for farm workers in several resolutions which follow directly below:)

Deregulation

Delegates to the Western Conference of Teamsters commended General President Frank E. Fitzsimmons for his tireless efforts in opposing deregulation of the trucking industry.

The resolution noted the disastrous effects deregulation would have not only on the wages, hours and working conditions of Teamsters employed in trucking, but also its disastrous effects on the nation's transportation system itself.

Additionally, the resolution urged all Teamster officials and members to voice their opposition to deregulation both in contacts with their congressional delegations and in letters to government officials and agencies in Washington, D.C.

This spontaneous resolution was offered to the delegates by the Western Conference of Teamsters Freight Division.

M. E. Anderson

WHEREAS, International Director M. E. Anderson has had the insight to foresee new and innovative areas for expansion of the Teamster movement in the west, including the founding of the Airline Division and the Public Employees Division; and

WHEREAS, he has brought his talents as the foremost Local Union Organizer in the west to his position as International Director, to the benefit of the entire Western Conference area; and

WHEREAS, he has had the foresight to encourage and nurture both intra-union and inter-union coordinated bargaining for the betterment of working people;

NOW, THEREFORE, BE IT RESOLVED that the delegates to the 32nd Conference of the Western Conference of Teamsters hereby unanimously express their appreciation to International Director M. E. Anderson.

Farm Workers

WHEREAS, the Western Conference of Teamsters has, under the direction of M. E. Anderson, established a trade division for agricultural workers; and

WHEREAS, formation of the Agricultural Workers Division of the Western Conference of Teamsters, has resulted in a successful organizing campaign of the greatest magnitude; and

WHEREAS, the new division has brought additional farm-related local unions into the field labor organizing project and has provided representation of farm workers at the highest level of the conference; and

WHEREAS, establishment of the division has instilled a high level of spirit among Teamster local unions and their memberships by providing true trade union democracy for farm workers through their local unions;

THEREFORE, be it resolved that this conference go on record in commending M. E. Anderson for his successful efforts to provide an effective vehicle for upgrading the lives of farm workers.

Farm Workers

WHEREAS, the International Brotherhood of Teamsters and its General President, Frank E. Fitzsimmons, have given considerable support to the farm labor organizing project of the Western Conference of Teamsters; and

WHEREAS, Teamster Local Unions throughout the country have given assistance to the Western Conference in combating immoral boycotts of the commodities harvested by our brothers and sisters in the fields of the West; and

WHEREAS, this support and assistance has resulted in the unionization of thousands of farm workers who are now receiving wages and economic fringe benefits that are unprecedented in the history of agriculture in the continental United States; and

WHEREAS, because of the Western Conference organizing efforts these workers have finally begun to emerge from decades of exploitation;

THEREFORE, be it resolved that this conference goes on record in commending the International Union, the various conferences, joint councils and local unions which have supported our efforts to organize farm workers; and

THEREFORE BE IT FINALLY RESOLVED that, because further economic progress for farm workers depends at this critical juncture on full and continued support of the farm labor organizing project, this conference respectfully urges continuation of that support.

Education

WHEREAS, no man's knowledge normally goes beyond his experience; and

WHEREAS, the duties and obligations of Teamster officials in representing the best interests of their members no longer allow the time to gain necessary knowledge through experience alone; and,

WHEREAS, the Central Conference of Teamsters has already adopted a similar resolution;

THEREFORE, BE IT RESOLVED, that the Western Conference of Teamsters request the General Executive Board to give positive consideration to the establishment of a "mobile" educational program for Officers and Business Agents of Local Unions. In this way, knowledge and experience can be shared for the benefit of all, by bringing one, two and three day workshops into the geographic areas of the Local Unions.

Special Fund

WHEREAS, one of the primary objectives in the By-Laws of the Western Conference of Teamsters is to engage in cultural, civic, political, fraternal and educational activities; and

WHEREAS, in order to implement and execute this objective under existing laws, funds from sources other than the General Fund of the Western Conference of Teamsters must be made available; and

WHEREAS, such funds can only be raised by voluntary contributions of the members of the Local Unions affiliated with the Western Conference of Teamsters;

NOW THEREFORE BE IT RESOLVED that:

1. A fund be established to be designated as the Cultural, Civic, Political, Fraternal and Educational Fund of the Western Conference of Teamsters;

Said Fund to be segregated and maintained separately and apart from any other funds;

2. That the monies in said Fund shall be derived from voluntary contributions of new members of Local Unions affiliated with the Western Conference of Teamsters;

Said voluntary contribution shall be requested in the amount of five dollars ($5.00) from each new member of the Local Union and forwarded to the Western Conference of Teamsters;

And that upon making such voluntary contribution the new member shall execute a receipt noting that the contribution is voluntary and may be used in whole or in part for cultural, civic, fraternal, political or educational activities;

3. That a committee consisting of each of the presidents of the Joint Councils affiliated with the Western Conference of Teamsters and the International Director of the Western Conference of Teamsters shall be established to supervise said Fund and to expend monies in accordance with the objectives of the Fund as above set forth, and the applicable provisions of the state and federal laws.

Said Committee shall select a chairperson and a treasurer as its first order of business and shall transact no business whenever there is a vacancy in the office of chairperson or treasurer.

This resolution shall become effective October 1, 1975.

By-Laws

WHEREAS, it is understood that the Resolution is addressed to the U.S. Strike Fund and not to the Canadian Strike Fund; and

WHEREAS, the present By-Laws of the Western Conference of Teamsters limit the use of the strike fund to the payment of strike benefits and "economic" action; and

WHEREAS, a review of the past experience of the strike fund reveals that a balance of half a million dollars provides adequate security for the currently authorized uses of the strike fund; and

WHEREAS, it is essential for the continued and dynamic growth of the Western Conference of Teamsters and its affiliated Local Unions that excess funds be used for organizing and other purposes without jeopardizing the strike fund;

NOW THEREFORE BE IT RESOLVED that Article XIX, Section 2, of the By-Laws of the Western Conference of Teamsters be amended to provide as follows:

"Whenever the Strike Fund has accumulated cash or its equivalent in the amount of five hundred thousand dollars ($500,000), then the excess over five hundred thousand dollars ($500,000) and the per capita tax

Canadian Leader WCT Speaker

Raymond Perrault

Delegates to the Western Conference of Teamsters were given a rare insight into U.S.-Canadian relations at the 32nd meeting of that group last month in Vancouver, B.C.

Raymond Perrault, senate leader and cabinet member of the federal government of Canada, talked to delegates about energy, environmental considerations, and economic relations between the two countries.

The Canadian government leader told delegates that Canada's energy problem is as great as that of the United States. He revealed that Canada imports 50 per cent of its oil needs, and that its own reserves of oil are not as great as previously estimated. He noted that Canada is vulnerable to OPEC nations.

Perrault said that Canada will phase out its own oil exports over the next few years, but is working on oil swapping arrangements with other countries.

On the environment, Perrault said that its ability to purge itself from pollution is not unlimited. This remark was in reference to transporting oil from Alaska to the U.S. by large tankers in confined waters.

The Canadian leader noted that it is particularly important that Canadian relationships with U.S. international unions be maintained in a meaningful way.

from the Strike Fund shall be paid into the General Fund to be used for grants to affiliated Local Unions and Joint Councils for organizing and such other purposes as the International Director with the consent of the Policy Committee may determine.

And be it further provided that if at any time the amount of the strike fund drops below $500,000, the provided per capita tax shall be paid to the strike fund until such figure is again achieved."

Bedrock of Strength

Teamster Business Agents Highly Praised by 'Fitz'

Frank Fitzsimmons

HIGHEST compliments for Teamster business agents were expressed by General President Frank E. Fitzsimmons when he addressed the Western Conference of Teamsters meeting in Vancouver, B.C.

"The Teamster business agent," said Fitzsimmons, "comes from a unique mold which makes him just a cut above the rest."

As proof of his point, Fitzsimmons noted that top Teamster leaders of the past as well as the present all had their beginnings as representatives of Teamster local unions.

In the Western Conference, for example, Fitzsimmons named former General President Dave Beck, who pioneered the WCT, Frank Brewster, once a director of the WCT, and the recently retired IBT Vice President Einar O. Mohn who headed the Area Conference until he stepped down—all business agents in the beginning.

Current leaders, including IBT Vice President M. E. Anderson who serves as WCT director, and IBT Vice President Ed Lawson of Vancouver—who also is a Canadian Senator—still hold local union titles as business representatives.

Fitzsimmons said both he and General Secretary-Treasurer Murray W. Miller are reminded daily at the International Union headquarters in Washington, D.C., "that it takes a business agent to run the affairs of this union."

Both the General President and Miller are still business agents.

"Today, more than ever before, this is a business agent's world," said Fitzsimmons. "For who else is out representing the people of this nation in a meaningful way?"

Faith has been lost in government leaders and heads of institutions, Fitzsimmons remarked, to the point that people are more and more looking to "leaders on the firing line."

He continued: "On the firing line is where one finds a Teamster business agent. He built this International Union out on the job site, and he carries it high on his shoulders today."

Business agent skill is extremely important to the Teamsters Union, said Fitzsimmons, for it is the agent who organizes the membership, negotiates the contracts and then polices the agreements to preserve hard-won rights and benefits.

It is the expertise of the Teamster business agent, Fitzsimmons stressed, which brings employers to the bargaining table and wins respect as well as a good contract.

Today, the Teamster leader declared, business agents have their work cut out for them. There is turbulence in the workplace due to worker militancy, minority pressure, and a flux of new laws involving discrimination, safety and health, etc.

Add also the unpleasant fact that unemployment keeps rising as jobless compensation funds are drying up or running precariously low.

Fitzsimmons pointed to yet another vital aspect of the overall economic scene: "Congress and our national leadership seem more intent on dealing with foreign intrigue than attacking the domestic enemies of depression and inflation. . . . There seemingly is little compassion for the victims of inflation and joblessness."

Fitzsimmons said that since neither the insulated White House or Congress "have to face those workers eyeball to eyeball," that it is more or less left up to the union representative to face the wrath and frustrations of angry wage earners.

The Teamster General President cautioned Teamster representatives to increase their wariness of the cost-conscious employer, adding: "We have an obligation and a dedication to see that the employer lives by the letter of the contract."

Fitzsimmons listed some of the danger areas:

—"We cannot tolerate layoffs in violation of the contract.

—"We cannot tolerate employers who lay off in violation of the seniority clauses in our contracts.

—"And we cannot tolerate callbacks which do not recognize seniority provisions of our agreements.

—"The job security provisions of our contracts, strictly enforced, will do much to alleviate Teamster membership frustrations."

In Depressed Economy

Anderson Bids Local Unions To Protect Membership

Teamsters in the immediate years ahead must focus on a triangle of objectives, Western Conference Director M. E. Anderson told delegates to the 32nd meeting of the Western Conference of Teamsters held last month in Vancouver, B.C., Canada.

Anderson outlined the objectives as:

—Organizing the unorganized work force;

—Obtaining the best wages, hours and working conditions possible for the membership;

—Servicing and policing existing contracts to insure that members receive the full meaning and intent of existing contracts.

Triangle

Anderson emphasized the triangle of objectives in view of the depressed state of the national economy. He noted that unemployment in the U.S. and Canada is about the same, approximately 9 per cent.

He said hard bargaining is necessary because even those fortunate to have jobs have lost ground as inflation eats away at their purchasing power. Anderson said that as the recession continues, the job security provisions of labor agreements must be strictly enforced.

An important adjunct to professional collective bargaining, Anderson said, is a politically active union and membership. He noted that the recently passed farm bill in California almost passed with serious flaws.

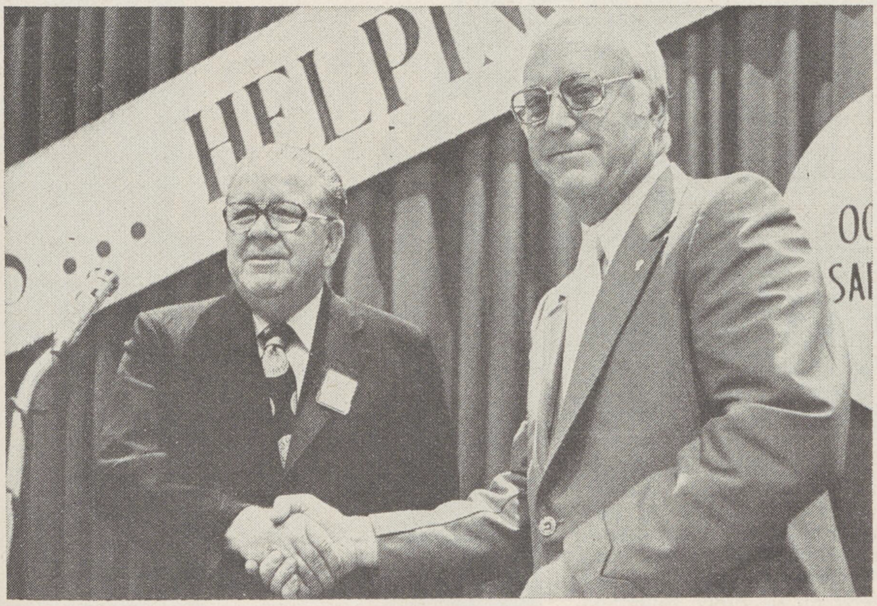
"But, when nearly 2,000 farm workers and Teamster union officials demonstrated in Sacramento, California's capital city, the powers that be sensed our seriousness and amended the final bill to protect the wages, hours and conditions of farm workers working under Teamster negotiated labor agreements," Anderson said.

Political Action

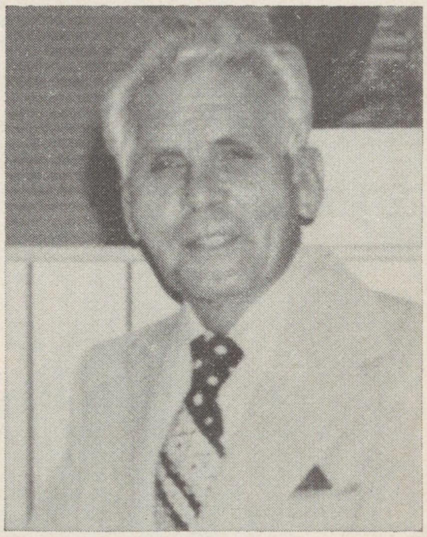
The Western Conference director cited the California legislation as an example of what can be accomplished by the union through political action.

He also praised the delegates for their action—through a conference resolution—to encourage new members to become active in the union's political arm, DRIVE (Democrat, Republican, Independent Voter Education).

Teamster General President congratulates M. E. "Andy" Anderson after having reappointed him as Director of the Western Conference of Teamsters. The appointment was announced by Fitzsimmons at the recent meeting of the Western Conference in Vancouver, B.C., Canada.



Retiree



Frank Goodin, a member of the Teamsters Union 38 years and once a trustee of Teamster Local 512 of Jacksonville, Fla., retired recently. He also served as steward at R. C. Motor Lines,

● Ohio Victory

Workers employed by Continental Minerals Processing Corp., of Cincinnati, O., voted unanimously for representation by Teamster Local 100 in a National Labor Relations Board ballot, according to Ira Farmer, secretary-treasurer of the local union. The 11-man unit includes laborers, mill operators, leadmen, and shipping and receiving clerks.

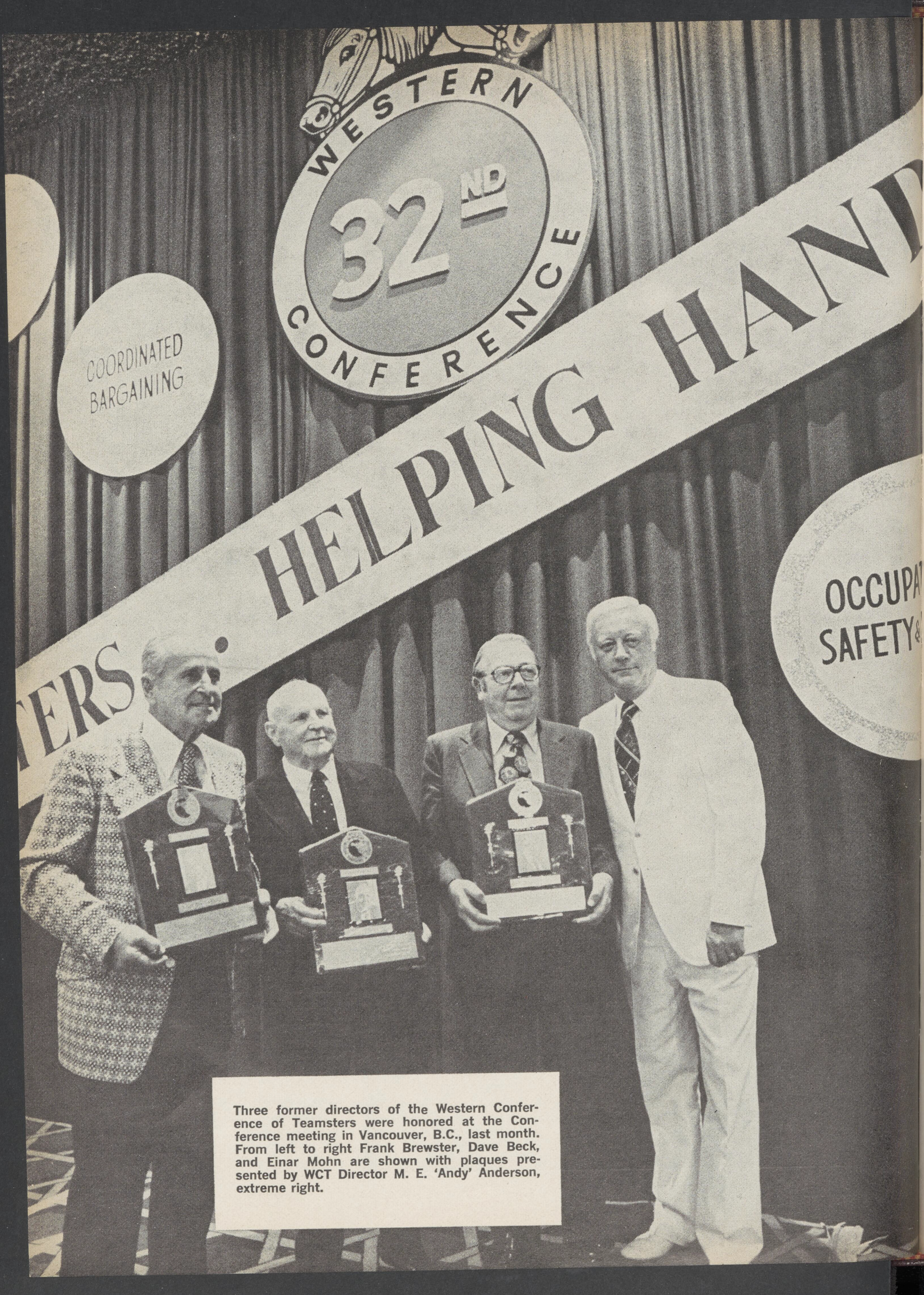
Bargaining Ruling Won In Indiana

Evansville Auto Parts, Inc., violated the law by refusing to bargain with Teamster Local 215 of Evansville, Ind., said the National Labor Relations Board in a recent ruling.

The decision came as the Board granted a motion for summary judgment favoring the Teamster local union as representative of all counter men, machinists, drivers, mechanics, salesmen and general laborers employed by the company.

All issues raised by the employer, the Board decided, were or could have been litigated at the prior proceeding.

Evansville Auto Parts was ordered by the Board to cease the illegal activity and to bargain with Local 215 upon request.


WESTERN CONFERENCE
32ND
COORDINATED BARGAINING
TERS . . . HELPING HAN
OCCUPA
SAFETY&

Three former directors of the Western Conference of Teamsters were honored at the Conference meeting in Vancouver, B.C., last month. From left to right Frank Brewster, Dave Beck, and Einar Mohn are shown with plaques presented by WCT Director M. E. 'Andy' Anderson, extreme right.

3 Former Directors

Beck, Brewster, Mohn Honored by WCT

THREE FORMER Directors of the Western Conference of Teamsters were honored at a banquet during the 32nd meeting of the Western Conference held last month in Vancouver, B.C., Canada.

Dave Beck, Frank Brewster, and Einar Mohn were the banquet guests-of-honor attended by more than 1,200 delegates, alternates, wives and friends attending the Western Conference meeting.

Each was presented a plaque commemorating his years of service to the Conference and the International Union. Beck, in addition to serving as Western Conference Director, was General President of the International Union from 1952 through 1956.

Not Ordinary Men

Plaque presentations were made by current Western Conference Director M. E. 'Andy' Anderson.

Teamster General President Frank E. Fitzsimmons acknowledged the high honor paid to the three men by saying:

"On this occasion, we do not honor ordinary labor leaders. We honor Teamster labor leaders, and that makes them a big cut above the ordinary.

"Dave Beck structured the Conference makeup of our International Union. Frank Brewster brought the Conference structure to maturity. And, Einar Mohn kept it viable and functional once the conference reached maturity," Fitzsimmons said.

Brotherhood

All three honorees noted that the strength of the International Union and the four area conferences was built on fraternity and brotherhood, and called for a rededication to those characteristics.

Former General President Dave Beck traced the history of the International Union, noting that he had attended many International conventions in past years when the total membership of the International Union was far less than the present membership of the Western Conference.

The 81-year-old Beck demonstrated his old-time vigor, much to the delight of the audience, as he recounted many personal anecdotes and his relationship with general presidents who preceded him.

Expanding on the theme of fraternity and brotherhood, Beck noted that in the beginning, officials in the West didn't know Teamsters in other parts of the country, as the organization was more a covey of little baronies than an international union.

Fraternity

But, he noted, with the beginning of the conference structure—which was approved with misgivings by the International Union—Teamsters throughout the nation were brought together into an international fraternity.

After a review of the stormy beginnings of the International Union, Beck predicted even greater success for the two and a quarter million members of the Teamsters.

"The future of the International Union is guaranteed under the leadership of Frank E. Fitzsimmons and the present general executive board of the union," Beck said.

Northwest Beginnings

All of the three former Western Conference directors were the product of the Northwest part of the nation.

Beck began in the Teamsters as a laundry driver in Seattle.

Brewster began with the Teamsters in the freight division in Seattle.

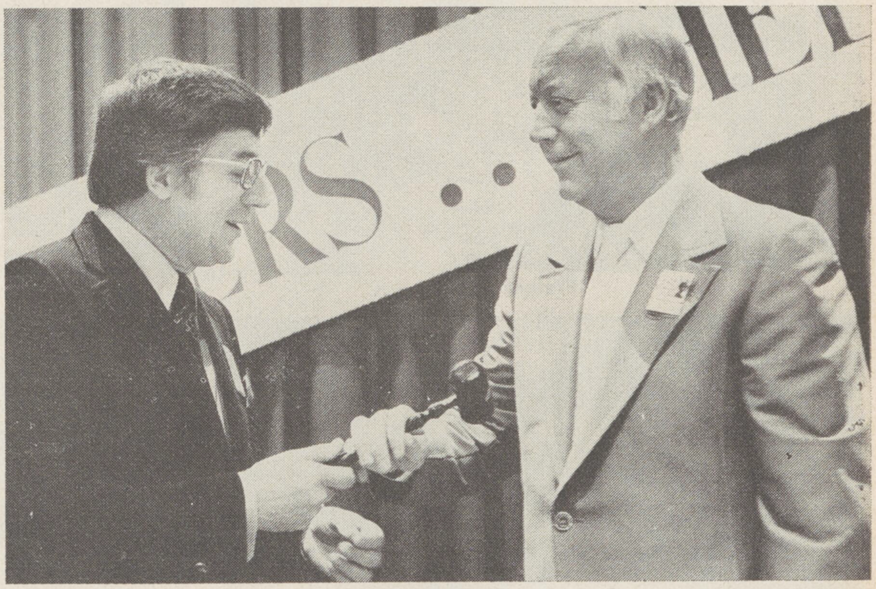
Mohn began in a dairy in Bellingham, Washington.

Board Members

All three served on the general executive board of the International Union, Beck as general president, and Brewster and Mohn as vice presidents.

Mohn was Beck's executive vice president until he became Western Conference director in 1957.

Passing the Gavel



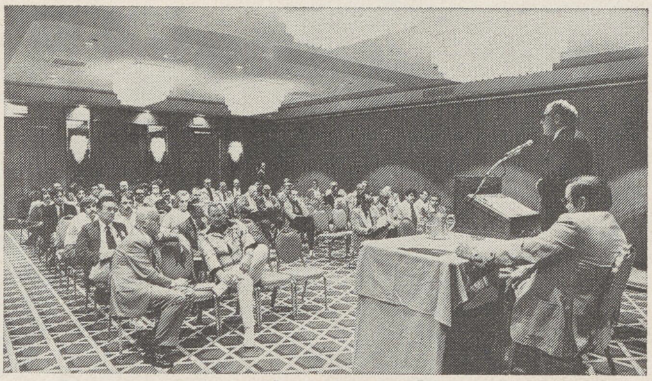
Teamster Vice President Edward Lawson (left), president of Joint Council 36, Vancouver, B.C., Canada, is shown passing the gavel to M. E. 'Andy' Anderson who served as permanent chairman of the 32nd meeting of the Western Conference of Teamsters. Lawson's Joint Council was host for the meeting. Anderson is Director of the Western Conference.

Western Conference Division Meetings

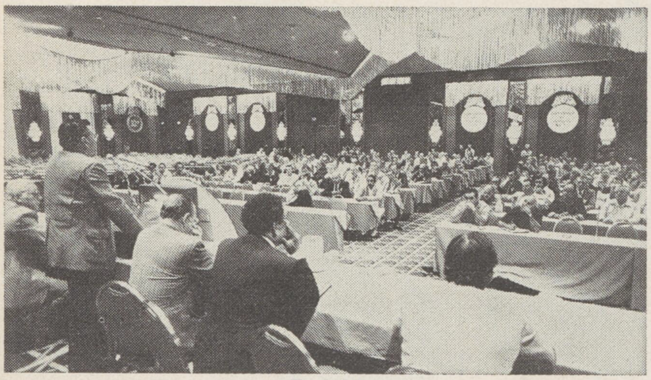
Food Processing

Construction

Warehouse



Agriculture



Freight

Dairy

Automotive

Public Employees

Still Working

Long-Time Teamster Honored With Embossed Teamster Ring

MEMBERS attending the regular monthly meeting of Teamster Local 916 in Springfield, Ill., recently had occasion to witness a rare event.

Rich Kincannon, a continous member of Teamster local unions since 1922, received a ring embossed with the International Union's horses-and-wheel emblem in recognition of his longevity. Jerry D. Banning, Local 916 president, presented the ring.

Rich Kincannon (left) accepts a Teamster ring from Jerry D. Banning, president of Teamster Local 916, in recognition of his 52 years' continuous membership.

Kincannon, now 69 years old, began working as a construction driver at the age of 17. He still works today, weather permitting, and is employed by Freesen Bros., Inc.

Kincannon first joined the old Teamster Local 73 when he began driving a team of horses for the Willard Rhoades Coal Co.

He maintained his membership through 52 years as Local 73 was succeeded by Teamster Local 532 which eventually was part of a merger resulting in the establishment of Local 916 in 1956.

State Camp

Ralph Harrison, a member of Teamster Local 891 in Jackson, Miss., was named state champion and also won first place in the 5-axle competition in the recent Mississippi-Louisiana Safe Driving Truck Roadeo. Harrison is a driver for Ryder Truck Lines.

For 1975

$5,000 English Endowment Goes to Fordham University

IBT Vice President Joseph Trerotola presents the $5,000 English endowment for 1975 to the Rev. James C. Finlay, president of Fordham University.

FORDHAM University has been named the recipient of the John F. English Endowment of $5,000 for 1975 in honor of the late General Secretary-Treasurer of the International Brotherhood of Teamsters.

IBT Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, made formal presentation of the award to the Rev. James C. Finlay, president of Fordham U.

General Secretary-Treasurer Murray W. Miller, on behalf of General President Frank E. Fitzsimmons and the IBT general executive board, informed Fordham of the designation.

The $5,000 will be used primarily for deserving and needy graduate students in the field of interest pertinent to the English endowment fund and for providing fellowship assistance.

Schools receiving the endowment utilize it in the fields of labor law or economics as related to the field of collective bargaining.

Retired Guards Feted

Retired members of Teamster Local 820 in New York City who once worked as chauffeurs and guards for Wells Fargo enjoyed a retirement banquet recently. Attending were (left to right): Bottom row—John Frey, William Smith, Robert Wilday and Robert Barnes; Middle row—Arthur Hurrell, James King and Robert King; Top row—William Hagner, former secretary-treasurer of Local 820, James Nittoly, John Coby, Gene Doran and Joseph Mugno.

Whoppin' Win

San Diego Policemen Join Teamsters Union

SAN DIEGO, Calif.'s 1,123-man police force is now solidly Teamster following an election in which the officers voted better than 4-to-1 in favor of progressive unionism.

The organizing win was scored in an election supervised by the Police Officers Assn.

A. Dotson Bennett, director of the Western Conference of Teamsters' Public Employees Division, said 780 ballots were cast in favor of Teamster representation and only 150 votes were against the union as more than 80 per cent of the eligible voters cast ballots.

A Trend

The organizing victory continued a trend in which police officers of a half-dozen smaller communities in Southern California have elected to go Teamster.

San Diego has the second largest police force in California.

Bennett said Teamster organizers responded when invited by San Diego officers whose interest in unionization stemmed from the fact "that San Diego policemen rank 64th from the top in policemen's pay in California—and they are lacking in a number of fringe benefits."

Bennett said bargaining would commence immediately with the proper city officials.

● In California

Production and maintenance workers employed by The Classic Brass Mfg. Co., Inc., of Carson, Calif., voted overwhelming for representation by Teamster Local 572 of Long Beach, Calif., in a recent National Labor Relations Board election, according to Jack Cox, secretary-treasurer of the local union. The company makes high quality bathroom fixtures.

Driver Retires

A. W. Pritner, a member of Teamster Local 886 in Oklahoma City, Okla., retired recently after driving 36 years for Safeway Stores, Inc. Pritner first joined the local union in 1941 and helped organize the division in which he worked.

● Seattle Win

Drivers and warehousemen employed by Wilsey Wholesale Drug of Seattle, Wash., voted 9 to 6 for representation by Teamster Local 882 in a recent National Labor Relations Board ballot, according E. J. Clark, secretary-treasurer of the local union.

Retired

W. K. Cogdell, a long-time member of Teamster Local 988 in Houston, Tex., retired recently after working 18 years at Sea-Land Service. Prior to that, Cogdell worked in construction.

Indiana Local Wins Decision At Tire Firm

A B. F. Goodrich Tire Co., outlet in Woodburn, Ind., violated the law by refusing to bargain with Teamster Local 414 of Ft. Wayne, Ind., certified representative of all quality control men, draftsmen, tire construction technicians and senior lab technicians.

That was the ruling of the National Labor Relations Board recently as it granted a motion for summary judgment. The Board said that by bringing the case around again, the company was attempting to relitigate an issue raised and determined adversely to it in the representation case.

Goodrich was ordered by the Board to cease the illegal conduct and to bargain with the union upon request.

Information Case Won By Local 688

Pic Walsh Freight Co., of St. Louis, Mo., unlawfully refused to provide Teamster Local 688 with certain information relevant to the administration of its agreement with the employer, according to a recent ruling by the National Labor Relations Board.

The employer conceded refusing to supply the requested information but contended the material was not relevant. The administrative law judge found the defense to be without merit and the Board upheld the decision.

Pic Walsh was ordered by the Board to cease the illegal activity and furnish Local 688 with the information needed to implement the contract.

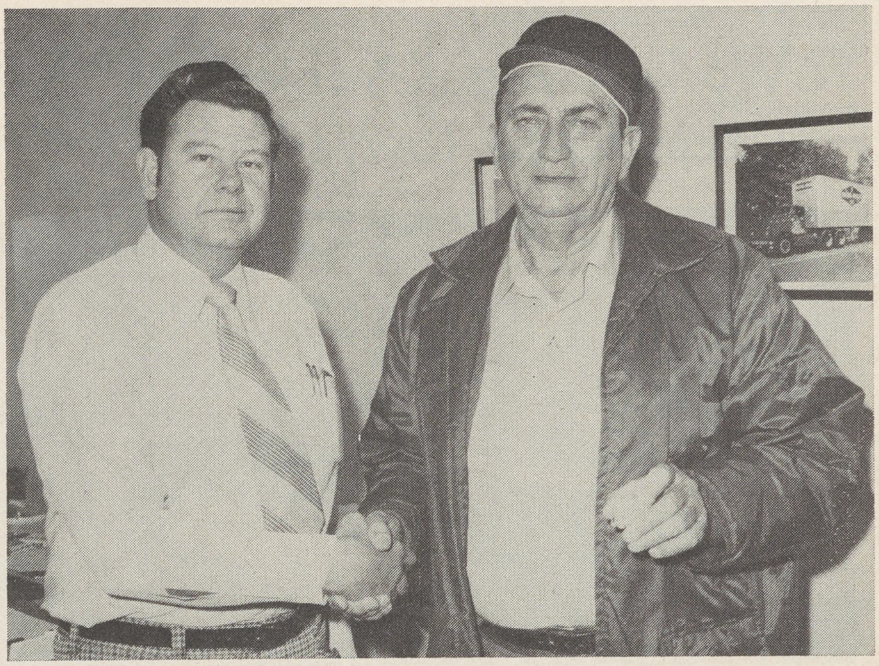
Firing Case Won by Local In Carolina

Teledyne-Allvac, Inc. of Monroe, N.C., violated the law by firing Jerry Sam Taylor so as to discourage membership in Teamster Local 71 of Charlotte, N.C., according to a recent decision by the National Labor Relations Board.

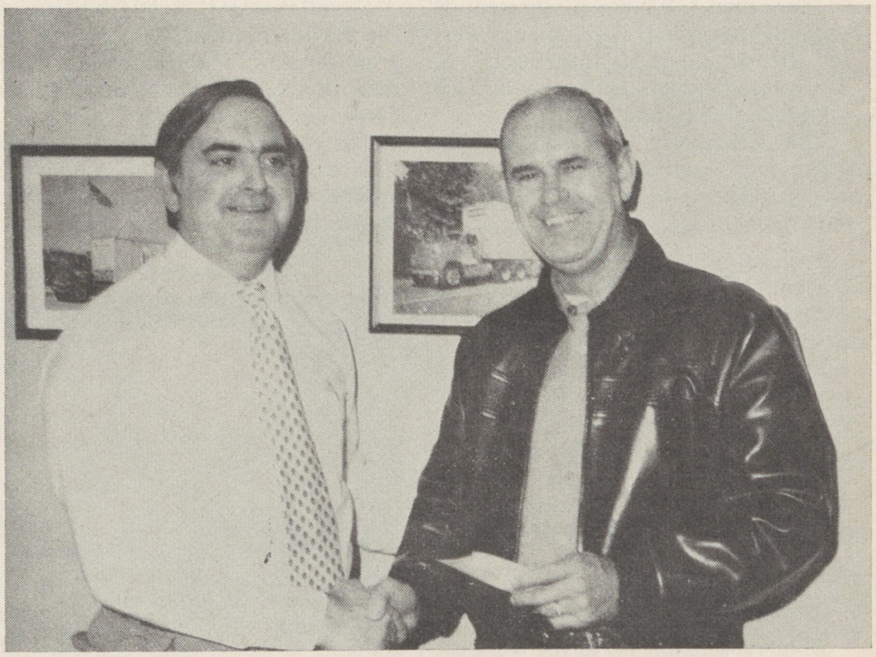
Agreeing with the administrative law judge, the Board said the company also was guilty of coercively interrogating workers concerning their union activities and threatening them with loss of benefits or other reprisals if they selected the Teamster local union as their collective bargaining representative.

Teledyne-Allvac was ordered by the Board to cease the unlawful conduct, and to offer Taylor reinstatement and backpay for any lost earnings.

Safe Drivers



Members of Teamster Local 549 in Kingsport, Tenn., recently received awards for outstanding safe-driving records over the years while employed by Mason & Dixon Lines. In top photo, J. C. Payne (right) is congratulated by supervisor Jack Dalton for his 32-year safety mark. In bottom photo, T. V. Ryan (right), owner of a 26-year safety record, is congratulated by Bob Bonich, supervisor.



● Recognition

Teamster Local 5 of Baton Rouge, La., has won recognition from Industrial Fabricators, Inc., as the bargaining representative for its employees, according to Allen L. Jones, acting secretary-treasurer of the local union.

Legal Seminar

Workers' Legal Problems Discussed by Lawyers

Teamster General President Frank E. Fitzsimmons is shown welcoming delegates to Teamsters' Lawyers Conference. Fitzsimmons urged the lawyers to work day by day with the welfare of the working man and woman in mind.

Marcia Olitsky attended the Conference as legal representative for Teamster Local 822 in Norfolk, Virginia.

More than 110 lawyers representing various Teamster Union affiliates were in attendance at a Conference of Teamster Attorneys held early in June at Myrtle Beach, South Carolina.

The Conference is called periodically for Teamster lawyers to exchange ideas and information in the field of labor law.

Members' Welfare

Delegates to the Convention were welcomed by Teamster General President Frank E. Fitzsimmons. Fitzsimmons commended the lawyers for the type of representation they provide, and urged them to ever remember that their work vitally affects the welfare of the more than two and a quarter million members of the Teamsters Union.

NLRB Represented

Four representatives of the National Labor Relations Board attended sessions. They included NLRB General Counsel Peter Nash, Deputy General Counsel John Irving, and NLRB members John Fanning and John Penello.

Assistant Secretary of Labor Abraham Weiss represented the Labor Department at the sessions. Weiss is former research director and chief economist for the Teamsters.

David Previant, chief labor counsel for the International Union, was program director. The Conference Chairman is Clarence Beck, of Salt Lake City.

The conference was highlighted this year by the presence of two women attorneys. They were Sharrel Wyatt, who is house counsel for the Western Conference of Teamsters, and Marcia Olitsky, who represents Local 822 in Norfolk, Virginia.

Attorney Olitsky is noted among her profession for having read the law and passed the bar examination, rather than having first attended a law school.

David Previant, chief labor counsel for the International Union was program chairman for the Conference.

Sharrel Wyatt attended Conference sessions in her capacity as house counsel for the Western Conference of Teamsters.

BNA Says:

Teamsters Pace All Unions In White Collar Elections

AS they have done in recent years, Teamster local unions paced all of organized labor in white collar activity during 1974.

The Bureau of National Affairs, Inc., a private reporting service, said Teamster affiliates participated in three times as many elections among white collar workers as did any other union.

Teamsters won 148 of 291 elections to gain bargaining rights for 2,570 workers. The bulk of the organizing was concentrated in small office clerical units, many of them trucking firms, and among auto salesmen.

The Teamster achievement was made even as the National Labor Relations Board said white collar organizing activity last year surpassed all records of the past.

There were 1,281 elections among white collar units in 1974. Unions won 725 ballots—the Teamsters accounting for more than 20 per cent of the victories—to represent a total of 22,790 workers.

BNA calculated that the increased organizing activity was spurred by the extension of the Taft-Hartley Act to cover employees of non-profit hospitals and nursing homes.

Also, the number of professional employees voting for union representation continued to rise last year as did the number of newly organized technical workers.

Other factors contributing to the increased totals for 1974 included a substantial number of large voting units, especially at telephone companies, universities and aerospace firms.

Representation election figures maintained by the NLRB show almost the entire extent of organizing in private industry, but do not reflect organizing in elections conducted by state and other agencies, through voluntary recognition, or through other procedures. Nor do the NLRB records reflect unionization of public employees.

Schoessling Names Robbins To S-H Post

IBT Vice President Ray Schoessling, director of the Central Conference of Teamsters, has appointed Loran W. Robbins as coordinator for safety and health within the CCT.

Robbins is president of Teamster Joint Council 69 headquartered in Indianapolis, Ind.

Union Leaders Meet

CK TRADE UNIONISTS
Stouffer's
ATLANTA INN

Weldon Mathis, International Union vice president and executive assistant to General President Frank E. Fitzsimmons was a feature speaker at the fourth annual convention of the Coalition of Black Trade Unionists. Mathis (center) is shown here with Pierce Jones, Jr., assistant business agent of Teamster Local 728; Charles Hayes, of the Meatcutters Union; and Bill Lucy, president of CBTU and secretary-treasurer and vice president of the AFSCME.

Syracuse Local Holds Seminar For Stewards

Teamster Local 317 of Syracuse, N.Y., recently held a seminar for its stewards with a galaxy of visiting speakers.

Tom Hall, president of Local 317 said talks were given by representatives from the Eastern Conference of Teamsters, the Department of Labor, Federal Highway Administration, Occupational Safety and Health Administration, and Mel Zimmer, New York State assemblyman.

Hall said Joe Burkhardt of the ECT exhibited a film, "History of Labor," and that the ECT research department also assisted in the seminar preparation.

Bargaining Case Won In Louisiana

Granting a motion for a summary judgment, the National Labor Relations Board ruled recently that Haskins Truck Service of Metairie, La., unlawfully refused to bargain with Teamster Local 270 of New Orleans, La., certified representative in a unit of all truck drivers.

The judgment was issued when the company failed to file a response to the Board's notice of hearing. Haskins Truck was ordered to cease the illegal activity and bargain with Local 270 upon request.

MISCELLANEOUS

Women's Affairs

Coalition of Labor Union Women Meets Gen. President Fitzsimmons

Officers of the Coalition of Labor Union Women are shown meeting with Teamster General President Frank E. Fitzsimmons. From left to right, Elizabeth Norwood, assistant director of research, Eastern Conference of Teamsters; Walter Shea, administrative assistant to President Fitzsimmons; Joyce Miller, executive assistant and director of social services, Amalgamated Clothing Workers of America and Eastern vice president of CLUW; Olga Madar, former vice president of the United Auto Workers and chairperson of CLUW; Fitzsimmons; Clara Day, business agent of Teamster Local 743, Chicago, and Midwest vice president of CLUW; Gloria Johnson, director of education and women's activities, International Union of Electrical, Radio and Machine Workers and treasurer of CLUW; Addie Wyatt, director of women's affairs, Amalgamated Meat Cutters and Butcher Workmen, and assistant chairperson of CLUW; and IBT Vice President Weldon Mathis.

Officers of the Coalition of Labor Union Women met recently with Teamster General President Frank E. Fitzsimmons to discuss job problems of women in the work place.

The organization, formed last year in Chicago, was organized to promote four main goals:

1. Organize the unorganized worker.
2. Assist one and other with job and women's problems.
3. Give input into legislation affecting women workers.
4. And, to seek higher levels of leadership within the trade union movement.

The International Brotherhood of Teamsters supports the objectives of the Coalition of Labor Union Women.

Joining Fitzsimmons and the officers of the women's group were IBT Vice President Weldon Mathis, executive assistant to the General President; and Walter Shea, administrative assistant to the General President.

Experts Say:

Social, Economic Factors Key to Improving Health

MORE attention must be paid to social and economic factors that are conducive to illness if the health of Americans is to be improved.

That's the viewpoint of a panel of experts attending a national conference of preventive medicine at the National Institutes of Health in Washington, D.C., recently.

Adverse effects of poverty and social deprivation were cited as a prime factor affecting health, according to the panel on social determinants of human health.

"There is a consistent relation," said the panel report, "between health and three of the primary social variables—age, income and education.

Health problems of the elderly, for example, are compounded by poverty and lack of education in the opinion of the experts.

Social Factors

Children born and raised in poverty, the report said, are likely to be smaller, slower to develop and lower in achievement in school. Also, poorly educated parents are not likely to provide either the stimulus to learning or the intellectual environment conducive to learning.

"Social factors may create major differences in the susceptibility of people to disease," noted the report. "They create these differences through their effects on diet, upon the presence of other diseases and injuries, and upon the willingness or ability of people to take part in immunization programs and other preventive health measures and probably through their effects upon patterns of work and sleep."

Improving Health

The report further declared: "Providing a more steady and adequate income and more education for members of the population who are lowest in income and education may be over a period of time one of the most effective methods of improving their health."

Without such help, the panel concluded, other efforts to improve the health of the poor and ill-educated are likely to fail.

● Five Hazards

The five safety hazards found most frequently at construction sites by the Occupational Safety and Health Administration are: Lack of standard railings; debris in work areas; failure to secure compressed gas cylinders upright; no fire extinguisher within 100 feet of building area, and failure to use protective headgear.

SPECIAL REPORT

Gov't. Predicts Economic Upturn As Inflation, Jobless Refute Facts

SO FAR, 1975 has been a topsy-turvy year. With the recession in full swing, economists have juggled the economy around like a political baseball. The economy blunders on, like Topsy, without restraints, controls, or discipline.

According to the latest predictions, the country is teetering on the brink of an economic upturn. Armed with a newly revised, revamped, "more accurate" idex of leading business indicators, designed to offset inflation's effects, the oracles in the Commerce Department announced in June that they had seen light at the end of the tunnel.

To make its index more sensitive to the economy's fluctuations, Commerce threw out eight of the 12 measures used before, and replaced them with eight others, said to be more attuned to what's going on.

The original index didn't compensate for inflation's distorting effects, the officials said. Thus, it continued to climb most of last year because of the rapid rise in prices, and didn't begin to register a recession until September, 1974—nearly a year after the slump began.

The new index, which has been recalculated back to 1948, should show trends faster. When charted, it showed a downturn in mid-1973, four months before the recession's onset, confirming Commerce's hope that it would give them a more accurate hint (in advance) of where things are going.

If the new barometer is right, the recession is nearing bottom and will begin a slow upward climb soon. The index recorded its biggest one-month gain since 1958 in April, surging up 3 per cent. This gain followed a one per cent gain in March, for the first consecutive two month gain in a year. Prior to March, the index had declined for 11 straight months.

Commerce's economists were leery of pronouncing an end to the recession, however. James Pate, the Department's top economist, cautioned against over optimistic analysis based on the two-month rise and adopted a wait-and-see attitude. Another month or two of upward movement would be "strong evidence" that the recession had hit bottom or would do so soon, he said.

The administration was more enthusiastic. Citing the latest indicators, Alan Greenspan, chairman of President Ford's Council of Economic Advisors, told a Congressional Joint Economic Committee that "the recession's forces are spent."

Labor Secretary John Dunlop predicted that the economy "ought to do better" than the rate originally forecast by the administration, "and I have the view that the recovery may be a little sharper than that."

One of the happiest people in the nation to see an economic upturn would be President Ford. After hearing from his economists, he told a press conference, "I think we are at the end of the recession," jumping the gun a little. Officially, the economists still say the recession and unemployment will be worse this year, but will begin recovery early in 1976.

The Chairman of the Federal Reserve Board, Arthur F. Burns, was less precise about the timing of recovery, but was more specific about the indications that pointed to the recession's end. He told the Society of American Business Writers:

"Signs are multiplying, in fact, that the upturn in economic activity may not be far away.

"For example, employment rose in April after six successive months of decline. The length of the workweek also stabilized. The rate of layoffs in manufacturing is now turning down, and some firms have been recalling workers who formerly lost their jobs. Sales of goods at retail—apart from autos—have risen further. Business and consumer confidence has been improving. And prospects for an early upturn in economic activity have been strengthened by passage of the Tax Reduction Act of 1975."

Well, the number of people with jobs did rise in April for the first time in seven months, and continued upward in May. Effects of the tax cuts are showing up in pay and rebate checks. Inflation is slowing. Inventories are being trimmed all the way from plants to stores, making room for new goods, and maybe some jobs.

But, many economists don't agree with President Ford that the downtrend is over yet. Most of them do agree with Mr. Burns that business activity isn't suffering the convulsions it underwent in late 1974 and early 1975. Few will say that our troubles are behind us.

On the working man's part, enthusiasm remains faint. Workers noticed that the high rate of unemployment has become a necessary and uncontrollable evil in the eyes of many. The administration acknowledged that unemployment in 1975 was likely to average 9 per cent.

The May, 1975 jobless rate stood at 9.2 per cent, the highest level in 34 years, bringing the number of jobless to 8.5 million. Nearly all of May's increase was from agricultural employment with men over 25 and teen-age women hardest hit.

And in 1976, a presidential election year when unemployment can be a powerful political issue, the rate may average 8.2 per cent, the economists said. That's more than seven million people still looking for jobs and unable to find them, over a year from now. For workers whose unemployment benefits are already running out, this was unbelievable. What do they do between now and 1977?

President Ford told Congress when he vetoed the $5.3 billion jobs bill that would have created more than 500,000 jobs that his whole program to fight inflation and recession depends on keeping the budget down, by eliminating exorbitant costs. (The House couldn't muster the votes to override.)

Alan Greenspan told the Congressional Joint Economic Committee that the administration was optimistic that the changing economic picture would help make a dent in the number of unemployed. Greenspan said the "momentum" of the economic recovery may be enough to make a substantial dent in unemployment.

"President Ford can make all the rosy predictions he wants about economic recovery next year," rebutted House Democratic Leader Thomas O'Neill (Mass.). "The fact is that unemployment shot up 65 per cent since he took office 10 months ago."

The Cost of Living

Despite the projected upward trend, consumers still face rising prices, heavy unemployment and cuts in take-home pay (after taxes, inflation, increased social security, etc.).

The Bureau of Labor Statistics said the cost of living in May, as measured by price changes for some 400 goods and services was 9.5 per cent higher than in May, 1974. The 0.4 per cent May rise was 0.2 per cent lower than April's, when the index registered its biggest jump since January.

A market basket of goods and services that cost $100 in 1967 cost $159.30 this May.

What all that meant was that consumers were facing higher prices mainly at the grocery stores. Meat prices were on the rise again, after months of declines. Agricultural experts predicted that meat and food prices would stay high throughout the rest of the year, with changes depending on how well this year's crops do.

Considering autumn, 1974 cost of living statistics, now eight months old and ravaged by inflation, you have to wonder how the average American is making it today.

Then a family of four on a minimum budget needed $9,198 for their expenses. Those on a "modest comfort" budget needed $14,333 to get along. With $20,777, those on "upper income" budgets could make ends meet. The Bureau of Labor Statistics specifically notes that "the budgets are not intended to represent a minimum or subsistence level of living," but what people actually spend.

BLS's May figures showed that average hourly earnings in non-farm production jobs paid $4.47 an hour. That's $178.80 for a 40-hour week or $9,298 a year—about what you'd need (8 mos. ago that is) to live at the minimum budget level.

Living at these levels may require some money juggling. As one example, the budget calls for a "middle income" family to spend $3,236 a year on housing. This includes shelter, house furnishings and household operations. "At the intermediate and higher levels, shelter reflects primarily home ownership costs, which includes average mortgage interest and principal payments for a house purchased six years ago. Also included are costs for property taxes, homeowners insurance, repair and maintenance, and heating fuel and utilities," says the BLS—all on $269 a month.

Cost of Living Is Soaring In Alaska

Merchants in Alaska are taking advantage of the latest bonanza to hit that state—paychecks of pipeline workers—and are raising prices beyond reason. Consider these prices:

—A loaf of bread, 32 ounces, costs $1.03.

—A six-pack of 12-ounce cans of a popular soft drink costs $1.85.

—A cup of coffee costs 35 cents in Nome.

—A cheeseburger and french fries cost $3.30 in Anchorage.

—An apartment costs as much as $500 a month in Fairbanks.

—A shoeshine costs $1.50 in Valdez.

AUTUMN 1974 URBAN FAMILY BUDGETS AND COMPARATIVE INDEXES FOR SELECTED URBAN AREAS

Table A. Summary of annual budgets for a four-person family at three levels of living, urban United States, autumn 1974.

	Lower Budget	Intermediate Budget	Higher Budget
Total budget	$ 9,198	$14,333	$20,777
Total family consumption	7,318	10,880	14,976
Food	2,763	3,584	4,453
Housing	1,758	3,236	4,900
Transportation	643	1,171	1,521
Clothing	759	1,085	1,589
Personal care	231	310	439
Medical care	738	742	774
Other family consumption	423	786	1,297
Other items	415	662	1,113
Taxes and deductions	1,463	2,790	4,686
Social security and disability	553	780	787
Personal income taxes	910	2,010	3,899

Note: Because of rounding, sums of individual items may not equal totals.
Source: Bureau of Labor Statistics

With the average home around the country costing anywhere from $30,000-$50,000 in urban areas, home ownership is becoming a laugh. Congress offered consumers a carrot in the form of a $2,000 tax credit if they'd buy new homes this year, and the banks made mortgage money available. The only problem is that with inflation, few workers can get together the down payments they need, much less the money to make the payments and pay the utility bills. Apartment rents keep increasing, so those on the minimum budgets who are supposed to rent their homes aren't doing much better on their alloted $1,758 ($146.50/mo.).

Many Americans find themselves earning more each year than they ever have, yet see themselves slipping ever more surely into the ranks of the poor, as the cost of living keeps moving up.

Employment in the auto industry is still way off, because dealers can't move as many cars, yet the manufacturers have to raise their '76 model prices to make ends meet. And 1975 cars are already selling for more than $3,000 at rock bottom prices.

As a result of the President's import oil tariffs (if Congress lets them stand), gasoline is expected to cost 70 cents or more a gallon by summer's end.

The cost of living index reports that the costs of used cars and car repairs are moving up, as people try to keep older cars on the roads a while.

Add to this already high medical and hospital costs which are sure to skyrocket as physicians and hospitals grapple with higher malpractice insurance fees, and inflation's impact on their fixed expenses.

The worst part of it all is that when you look at things like budgets and consider expenses, you have to realize that these costs are increasing every day, even if they're small increases, and there are a great many workers who aren't even making the $9,198 needed for the "lower" standard of living.

They'll be the happiest of all when the "official" word comes through that this recession we're in is over.

How Living Costs Vary In 40 Areas

The following figures show annual average budgets for an urban family of four, as calculated by the Labor Department. These budgets are based on autumn, 1974 prices, latest available for comparisons. Since then, living costs have climbed 2.7 per cent.

Metropolitan area	"Minimum" Budget	"Moderate-Comfort" Budget	"Upper-Income" Budget
NORTHEAST			
Boston	**$ 9,933**	**$16,725**	**$24,708**
Buffalo	**$ 9,332**	**$15,364**	**$22,096**
Hartford	**$ 9,811**	**$15,501**	**$21,604**
Lancaster, Pa.	**$ 9,173**	**$14,130**	**$19,927**
New York	**$ 9,852**	**$16,648**	**$25,470**
Philadelphia	**$ 9,433**	**$14,757**	**$21,299**
Pittsburgh	**$ 8,913**	**$13,876**	**$19,999**
Portland, Me.	**$ 9,436**	**$14,697**	**$20,367**
NORTH CENTRAL			
Cedar Rapids	**$ 8,867**	**$14,092**	**$20,324**
Champaign-Urbana	**$ 9,496**	**$14,587**	**$21,073**
Chicago	**$ 9,571**	**$14,797**	**$21,178**
Cincinnati	**$ 8,683**	**$13,753**	**$19,203**
Cleveland	**$ 9,124**	**$14,617**	**$20,732**
Dayton	**$ 8,764**	**$13,391**	**$19,489**
Detroit	**$ 9,138**	**$14,390**	**$21,142**
Green Bay	**$ 8,870**	**$14,180**	**$21,016**
Indianapolis	**$ 9,026**	**$14,120**	**$20,020**
Kansas City	**$ 9,051**	**$13,939**	**$20,351**
Milwaukee	**$ 9,300**	**$15,024**	**$21,794**
Minneapolis-St. Paul	**$ 9,366**	**$14,917**	**$21,700**
St. Louis	**$ 8,862**	**$13,859**	**$19,848**
Wichita	**$ 8,782**	**$13,302**	**$19,074**
SOUTH			
Atlanta	**$ 8,606**	**$13,098**	**$18,825**
Austin	**$ 8,108**	**$12,388**	**$17,914**
Baltimore	**$ 9,496**	**$14,398**	**$20,886**
Baton Rouge	**$ 8,307**	**$12,928**	**$19,034**
Dallas	**$ 8,405**	**$12,917**	**$18,784**
Durham	**$ 8,929**	**$13,927**	**$19,878**
Houston	**$ 8,483**	**$12,872**	**$18,469**
Nashville	**$ 8,402**	**$12,996**	**$18,668**
Orlando	**$ 8,799**	**$12,804**	**$18,381**
Washington	**$ 9,723**	**$15,035**	**$21,725**
WEST			
Anchorage, Alaska	**$13,667**	**$19,092**	**$26,595**
Bakersfield, Calif.	**$ 8,701**	**$13,000**	**$18,414**
Denver	**$ 8,965**	**$13,606**	**$19,673**
Honolulu	**$11,383**	**$17,019**	**$25,572**
Los Angeles-Long Beach	**$ 9,524**	**$14,068**	**$20,801**
San Diego	**$ 9,284**	**$13,977**	**$20,409**
San Francisco-Oakland	**$ 9,973**	**$15,127**	**$21,980**
Seattle	**$ 9,630**	**$14,487**	**$20,477**

Teamster Speaker Lauded

Teamster General Secretary-Treasurer Murray W. Miller received a letter of appreciation recently from the Industrial College of the Armed Forces in Washington, D.C., following an appearance there of Norman Goldstein, field director of the IBT organizing department.

Goldstein spoke at a seminar titled, "Labor's Influence in Economic Policy Formation." Maj. Gen. Edward A. McGough III, deputy commandant of the college, wrote Miller in part:

"Mr. Goldstein's presentation was exceptionally articulate and reflected his extremely broad experience in the field, as well as that acquired through his recent appointment to the national headquarters. His discussion was highly academic and convinced the students of the necessity and role of unions in our democratic process."

SPECIAL REPORT

PROFIT AND DOUBLETHINK

AMERICANS are living through a period of spectacular economic change promising to have great impact on their lives in years to come.

The change got its start some years back. It has been so gradual that it has not been easy to see. Now, like a spring flower, it's beginning to blossom out of control.

Profit—that's where the change is.

It used to be that "profit" was a term used by businessmen to describe the result of their operations when that result was favorable (as opposed to "loss" when the result was unfavorable).

That is no longer the case.

Big business is working overtime today to alter the definition of the word "profit." At the very least—with the aid of doublethink—it seeks to confuse the public's understanding of the word.

The reason is that profits are reaching new, embarrassingly high records every year.

There is yet another reason. Corporate barons feel a compulsion to fertilize and protect a new, popular economic flower. The posy is named corporate socialism, welfare capitalism, or whatever you care to call it.

Wrapped up, the formula is this:

(a) Profits are setting new records every year, (b) prompting corporate leaders to seek ways of masking their staggering success, (c) even as a new system develops whereby taxpayers underwrite profits to stockholders, (d) thereby transforming free enterprise into something different from what it is thought to be.

Start with rising profits. Even as the nation has toppled into a depression, overall net profit has leapt upward. Here are the figures from the U.S. Department of Commerce:

Year	*Net Profit of all U.S. Corporations*	*Change Over Previous Year*
1970	$39.3 Billion	Down 12.5%
1971	$46.1 Billion	Up 17.4%
1972	$57.7 Billion	Up 25.1%
1973	$72.9 Billion	Up 26.5%
1974	$85.7 Billion*	Up 17.5%

(*estimated)

Is it any wonder that those high in the ranks of big business fear "profit" has become a dirty word? Even the recent but already faded pitch of "corporate social responsibility" can do nothing to hide the piggishness of today's profit picture.

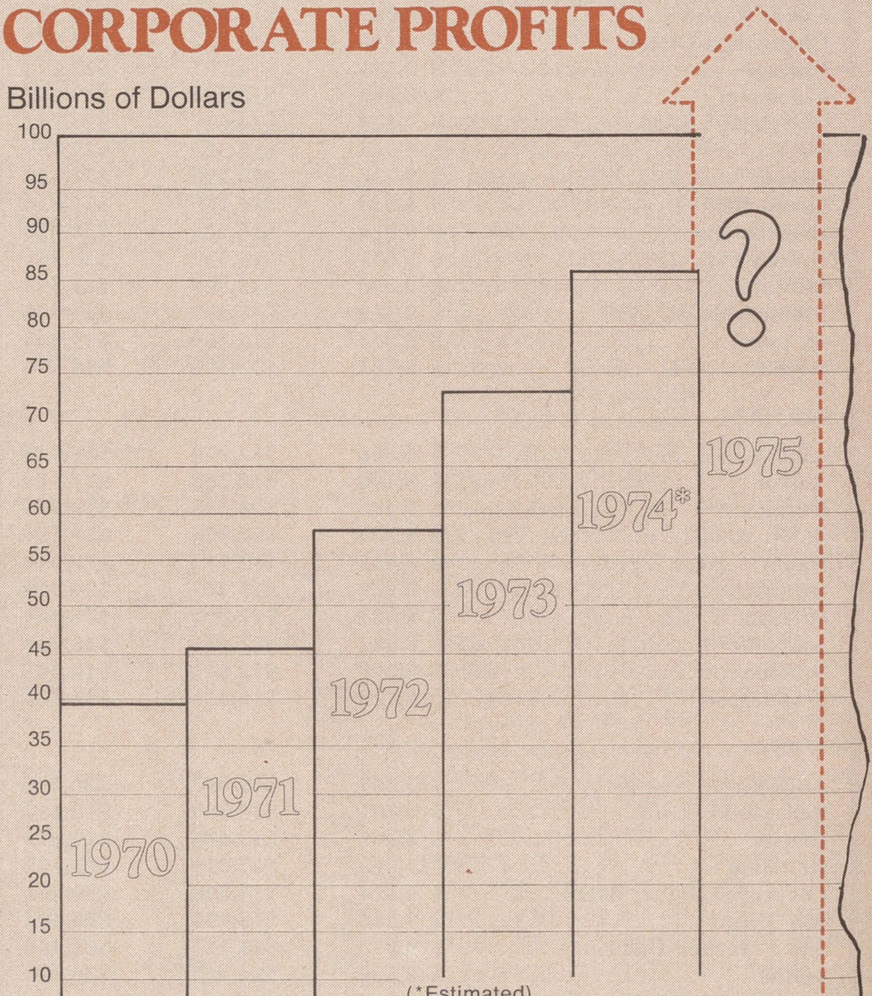
There are those who continue to try. One who may go down in the business hall of fame as coming up with a new approach to explaining away high profits is Herman L. Weiss, vice chairman of General Electric Corporation.

Weiss spoke to the New York Chamber of Commerce and Industry almost a year ago. In his speech, he noted rather sadly that "there seems to be a pervasive feeling developing among the general populace of the nation and those in the Congress, that somehow profits, deemed to be unconscionable, are at the root of all evil."

Weiss continued:

"I sometimes think it would be well if we could eliminate the word 'profits' from our business vocabulary. You know, the way accountants keep books, profits are never considered a cost of doing business. Why shouldn't they be so considered?"

Weiss reminded his listeners that



(*Estimated)
SOURCE: U.S. Department of Commerce

net profits after taxes are usually composed of *dividends* (which he called 'the cost of equity') and *retained earnings,* that part of the revenue reinvested in the enterprise.

Then the GE official laid down his principles to promote the idea of nonprofit:

"I believe dividends or cost of equity to be a cost of doing business just as interest is the cost of borrowing. Retained earnings—or net profit after taxes and dividends, or the revenues reinvested in the enterprise—is a cost of survival."

Weiss offered an example of how a company's annual statement might be worded so that it would make it less easy for the public to get angry at a 30 per cent increase in (ssshhh) profits.

The Weiss complaint caught on quickly.

A few months later, a college professor who writes books described by some as "the bibles of corporate management," gave form to the Weiss idea. Prof. Peter F. Drucker produced an article published last winter by the *Wall Street Journal*.

Drucker endeavored to prove that "profit" was a misnomer. He said that which companies normally report as "profits" really are only three different kinds of costs—the *cost* of capital, the *cost* of insurance, and the *cost* of tomorrow's jobs and tomorrow's pensions.

It was Drucker's view that "businessmen owe it to themselves *and owe it to society* (Italics added) to hammer home that there is no such thing as profit . . ."

The foolishness of this kind of economic doublethink leads to an equally foolish question: If "profit" is to be banished as a valid word in our economy, then does that mean when corporations go bankrupt they no longer are capable of producing the "cost" of doing business?

What the professor did was to ram the no-such-thing-as-(ssshhh)-profit flag into the corporate ramparts. The money boys already are busy rallying around the flag.

They already have received support in the campaign to launder the concept of "profit." The North Carolina legislature, prodded by the governor, has just passed a bill directing that the free enterprise system be taught in all public high schools. Gov. James E. Holshouser said the measure was needed because too many students believe that "profit is a dirty word."

The Weiss-Drucker position, however, does lay a good conversational base for what a conservative columnist recently called "our new political economy."

Columnist George F. Will expressed the opinion that government involvement in the railroad industry typifies the new system which he described in this way: "Our evolving welfare state for industry socializes losses while keeping profits private."

He hit it on the nose. What is happening now is that America's taxpayers are giving dollar-to-mouth resuscitation for railroads which went broke while ladling out enormous profits to their stockholders.

The prime example is the scandalous rip-off involving the Penn Central Railroad. It is a story worth telling.

Soon after going bankrupt in 1970, the Penn Central received some $180 million in rescue aid from a generous Congress. Tax money. Today, the railroad still owes assorted creditors—including the federal government—a total of $2.3 billion.

Just last February, the Congress again came to the rescue of the Penn Central as well as six other bankrupt railroads. President Ford signed a bill providing $347 million in loans and grants for the lines. The bulk of the money, some $222 million, went to the Penn Central.

That means that since the Penn Central went broke nearly five years ago, the government has handed it $400 million. (This is a railroad in such deplorable condition that a special advisory team of engineers estimated that $700 million worth of repairs are needed *this year* on track and roadbed.)

The Penn Central scandal had its origin more than a dozen years ago when it became a twinkle in the eyes of the corporate managers of the Pennsylvania Railroad and the New York Central Railroad.

Those two lines, both operating in the black, began talking merger in 1962. They completed the deal in 1968. The new baby was named the Penn Central Railroad.

While together the old Pennsylvania and New York Central had taken in nearly $9 billion in revenue with a combined net profit of $400 million in the 4 years prior to merger—during which they funneled $183 million in dividends to stockholders—suddenly the new Penn Central was a loser.

Penn Central's record in the 30 months between creation and bankruptcy was dismal. It had total revenue of $5 billion. Yet stockholders were given $99 million in dividends. How could this be?

Well, some of the answers were given in a report prepared by the staff of the U.S. Senate Commerce Committee in 1972. Titled, "The Penn Central and other Railroads," the report stated:

"The Penn Central's management evidenced a rather cavalier attitude toward the declaration of dividends, considering the company's financial straits . . ."

The report continued:

"In the fourth quarter of 1969, losses were so great that the Penn Central was finally forced to stop paying dividends. *Since dividends were greater than available cash resources, the Penn Central had to borrow money to pay them. It is estimated that the interest costs on these loans were . . . $36.9 million in 1968-1969 alone."* (Italics added)

So, here's the picture:

—A corporate baby valued at $6.5

'Funny Business' on the Railroad

4-Year Period BEFORE MERGER	Total Revenue	Net GAIN	Stockholder Dividends
Pennsylvania Railroad	$4.3 Billion	$281 Million	$110 Million
New York Central Railroad	$4.5 Billion	$120 Million	$73 Million
2½-Year Period AFTER MERGER	**Total Revenue**	**Net LOSS**	**Stockholder Dividends**
Penn Central Railroad	$5 Billion	$512 Million	$99 Million

billion and named the Penn Central, born of a high pedigree marriage of two major, successful railroads, seemingly came up with a case of instant financial smallpox.

—Baby Penn Central's overall ratio of income shrunk during a period which the Senate committee report terms "remarkably stable" for net operating revenue of Class I railroads. But not for the infant Penn Central; this baby lost money like a child drops peanuts at the circus.

—Nevertheless, the Penn Central did manage to produce goodies for its greedy godparents—the stockholders—even though it had to borrow millions of dollars to do so while going broke.

—"Cavalier attitude" was a typical Senate expression of gentility. It was more like high finance thievery. Once the looting was completed, the 30-month-old Penn Central was abandoned, tacky and bloodless, on the doorstep of the bankruptcy court.

Those other six bankrupt railroads mentioned earlier as receiving $125 million in the bill signed by President Ford—their records bolster the assertion of a mammoth mugging in the Penn Central case.

The six lines all went broke in the same period as did the Penn Central. They busted in traditional style, not because they were looted but because they crumbled in the ebb and flow of transportation change:

Erie-Lackawana Railroad

In the 10 years of operation before declaring bankruptcy in 1972, the E-L revenue totaled $2.4 billion. The railroad experienced small profits in 3 of those years, losing in the other years. Its net loss for the period was $61 million. *Stockholders received no dividends during that time.*

Reading Railroad

The Reading, in the 10 years before it went bankrupt in 1971, had revenue totaling $1.1 billion. The Reading lost nearly $23 million in the last 4 years—as much as it profited in the first 6 years of the period. *Stockholders received no dividends in the 10 years prior to bankruptcy.*

Lehigh Valley Railroad

The LVR took in $472 million in revenue during the 10 years before it went bankrupt in 1970. Its profit in the first 2 years of that period was only $12 million; in the 8 years prior to going broke, the company lost a total of more than $34 million. *Stockholders received no dividends during the 10 years.*

Lehigh & Hudson River Railroad

In the 10 years of operation before going bankrupt in 1972, the L&HR total revenue amounted to $34 million with an overall loss of $1.2 million. The L&HR made money in the first 6 years of the period and gave $2 million in dividends to stockholders. *In the last 4 years before bankruptcy, the L&HR lost $1.2 million and paid no dividends.*

Ann Arbor Railroad

Revenue for the Ann Arbor, a small railroad, totaled only $69 million in the 7 years before it went bankrupt in 1973. There was a loss every year and the 7-year total deficit was $7.3 million. *Stockholders received no dividends during the 7 years.*

Central Railroad of New Jersey

The CR had revenue of $43 million in the 8 years prior to bankruptcy in 1967. The CR lost money every year with the total amounting to $35 million for the 8 years. *Stockholders received no dividends in the 8-year period.*

Whether by reason of inefficiency or connivance, railroad bankruptcies are on the rise in the United States. The trend for turning to tax money to bail out the corporate failures is already well established.

Not so long ago the federal government put together a plan to reorganize part of the railroad system. It will only cost about $7 billion. The vehicle for the program is the newly created United States Railway Association (USRA), a government agency charged with restructuring rail service in 17 northeastern and midwestern states.

Just last month, the Chicago Rock Island & Pacific Railroad filed bankruptcy papers. The governor of Illinois did not hesitate. He immediately asked USRA for a $100 million to keep the loser going.

Railroad rescues are only part of the government's emergency gifts in recent years. Tax money has gone to beleaguered defense plants, airplanes, shipping and related industries. It has become habitual.

Almost all the rescues represent what columnist Will called the "new political economy." Stockholders enjoy buckets of dividends for years until the private money well runs dry—for whatever reason—and then the corporate entity goes on a national welfare dole at taxpayer expense.

As Will put it: "In rowdier countries, the coming of socialism is announced by the vanguard of the proletariat storming winter palaces. But here the coming socialism is announced by congressmen at Rotary meetings in small towns."

The question looming for American taxpayers is: What corporation paid fat dividends to strangers *yesterday*, is on its way to bankruptcy *today*, and how much will I have to pay for it *tomorrow?*

"Profit" is not a dirty word. Its problem is that it has been pulled through the muck by dirty old men of avarice until it is sullied and mysterious.

"Profit" was not always so sophisticated.

One of the earliest known references to profit appears in the Bible where the question is posed: Was the fifth part of Egypt's grain harvest that Joseph collected around 2000 B.C.—as described in Genesis—a profit for the pharaoh or was it part of the crop to be stored for an expected 7-year famine?

The Bible is unclear though later it is indicated that the grain might indeed have been the pharaoh's profit because, in the time of plenty, Joseph stored so much grain "until he ceased to measure it, for it could not be measured." (Genesis 41:49)

More than one economic historian has concluded that the Nile landholders paid the fifth part of their harvest as a tribute to the pharaoh by virtue of his exclusive right or privilege. By 20th century definition, it was a gigantic share-crop operation and the pharaoh was the first banker and sole stockholder.

In his speech to the recent Teamster Emergency Economic Conference, Sen. Jacob Javits made an observation on what he clearly felt was a great need in the United States.

The Senator said it was his hope that a system could be developed in America by which the worker also "may have a stake in the society, a stake in the economy, and a stake in life which will make him and everyone in our country who is willing to work for the privilege a capitalist, too."

The profit story indicates things are going in that direction—but in reverse.

LEGISLATIVE REPORT

Summer Doldrums

Needed Legislation Moves at Snail's Pace

CONGRESS, plagued with time-consuming second, third and fourth thoughts on energy legislation, has slipped quietly into its annual summer doldrums.

There has been little change on Capitol Hill in the status of pending bills nationally important to organized labor.

In fact, the most recent legislative development holding significance for labor occurred in California. Gov. Edmund Brown, Jr., signed into law a bill establishing a California State Agricultural Labor Relations Board (CALRB).

While the Teamsters Union supported the measure setting up the CALRB, the International Union still does not believe it will solve all the problems surrounding the agricultural worker scene in California.

For that reason, the International Brotherhood of Teamsters continues to push for legislation that would bring *all* agricultural workers in the nation under the protective provisions of the National Labor Relations Act.

Companion measures introduced in Congress which reflect the Teamster viewpoint are H.R.4408 sponsored in the House by Rep. B. F. Sisk of California, and S.285 sponsored in the Senate by Sen. John Tunney of California.

The Sisk-Tunney bills, along with some others that have been introduced, have been referred to the labor committees in both House and Senate. As yet, hearings have not been scheduled.

California's new law affecting agricultural workers was reported fully in the June issue of *The International Teamster*.

Briefly, it gives farm workers collective bargaining status for the first time. They will have the right to vote on the question of union representation in ballots conducted by the new CALRB. The law becomes effective this September 1st.

While the depression and inflation whipsaw wage earners fortunate enough to be working, Congress has done more talking than acting to help the unemployed.

An emergency employment measure providing appropriations for instant job programs passed both the House and Senate. President Ford vetoed the legislation and Congress sustained the veto.

Unemployment insurance legislation that would extend jobless benefits and provide special unemployment assistance passed the House by a whopping 381 to 8. The bill was still pending in the Senate, however, as *The International Teamster* went to press.

Legislation that would stimulate the housing industry and give mortgage aid to those adversely affected by the state of the economy had been approved by both House and Senate. It, too, was vetoed by the President in a show of fiscal "responsibility."

There has been no change in the status of a dozen other measures of interest to working people.

A bill that would continue health insurance coverage for the unemployed is still wallowing in the House of Representatives.

National health care and no-fault auto insurance bills are treading water. A bill to establish a national consumer agency is stagnating. So is a measure that would give collective bargaining rights to federal workers.

Deregulation of the motor carrier industry will soon come under the scrutiny of House subcommittees which plan hearings. The IBT opposes the proposal.

A bill limiting the weight on steering axles is still pending before committees in both houses of Congress.

A Senate subcommittee has held hearings on a proposal to terminate the mutual aid agreements among airlines, but no more action is slated at the moment.

House committees have held hearings on soft drink bottling bills but the situation there is the same as a month ago.

Perhaps a substantial reason for the congressional slowdown, aside from the summer period, is that a great number of measures have been shunted down the priority list by the energy question.

Both the White House and Congress have been playing games of push-and-shove on energy, particularly in the petroleum area. More than anything, they have exhibited a yawning gap in leadership.

● Advice Givers

The Federal Unemployment Insurance Advisory Council includes representatives of employers, employees and the public. It advises the Secretary of Labor on unemployment insurance problems.

Federal Worker Bargaining Recommended

W. J. Usery, Jr., director of the Federal Mediation and Conciliation Service, said recently the time has come for Congress to enact legislation providing "true collective bargaining" for federal workers and their unions.

Usery emphasized that further delay in legislating bargaining rights for federal workers would carry with it "some inherent dangers."

He pointed out that history shows workers often resort to "illegal strikes" when they are not granted bargaining rights. He called the Presidential Executive Order which now covers bargaining a "weak substitute."

The end-product of that mechanism, said Usery, "is all too frequently a contract that simply restates what management says management will do —and providing only the protection to grieve should management violate its own rules."

LEGISLATIVE REPORT

Dunlop Urges Reconciliation Of Attitudes

In the opinion of Labor Secretary John T. Dunlop there exists a "great disparagement, personal animosity, and an intense nasty attitude" between intellectuals and organized labor.

Dunlop said recently he feels it is time for a reconciliation between the two groups involved in an antagonism that dates back to days before the Great Depression of the 1930's.

The Labor Secretary said he believes that intellectuals, even today, remain out of touch with workers and have an "artificial view of the American worker."

In contrast, said Dunlop, union leaders know what workers want because their "internal systems of communication are well designed and their politics require it."

Gov't Issues Warning On Campers

The National Highway Traffic Safety Administration has issued a warning to owners of slide-in or car-type truck camper vehicles regarding the exhaust systems of the units.

Officials of the agency said reports have been received of four deaths from carbon monoxide exhaust poisoning, caused when camper occupants rested within their camper units while the vehicle engine was running.

A probable cause is that camper owners, when making installations or alterations to their vehicles, fail to make certain that the exhaust pipe extends out from under the truck body and its overhanging unit. The result, if there is any leakage in the flooring of the camper or truck body, can be a lethal flow of fumes into the camper compartment.

It was also noted that home-made camper units might be especially hazardous since many home craftsmen might overlook the danger of vehicle exhaust systems too short to deliver the exhaust well out from under both the truck body and camper unit.

Official Says:

Davis-Bacon Preservation Is Vital to Construction

PRESERVATION of the Davis-Bacon Act is vital to the construction industry as well as the construction worker in the view of Bernard E. DeLury, Assistant Secretary of Labor for Employment Standards.

DeLury said the law ensures "fair competition among bidders for federal construction contracts and fair wages and benefits for the workers on those contracts."

The Davis-Bacon Act has been under strong attack in recent months by union-busting associations of construction contractors.

One reason the anti-union groups would like to get rid of the law was cited by DeLury when he said the Labor Department's compliance investigations show that by the end of fiscal 1975, about 3,600 workers covered by the law and related statutes will have been found underpaid by at least $2.6 million during the year. The figures exclude amounts owing workers disclosed by the contracting agencies themselves.

DeLury declared. "You can't make things right for American workers by destroying a time-honored law that protects over four million construction workers.

Noting that critics have wrongly charged that Davis-Bacon requires payments of prevailing union rates, DeLury said: "Our only concern is that contractors pay wage rates that actually prevail in a given area."

He said a survey study conducted by the General Accounting Office between 1961 and 1971 showed that the department's wage determinations were in error in 29 cases. During this period a total of 612,000 determinations were made.

DeLury termed the Davis-Bacon Act and other protective labor legislation "the strong casing around American workers." He added, "We'd best keep it that way."

● Student Jobs

Retail, service or agricultural employers may employ up to four full-time students at 85 per cent of the federal minimum wage by filing an application with the Secretary of Labor.

● Compensation

Ex-servicemen are entitled to unemployment compensation when they leave the armed forces if they have been on active duty at least 90 days prior to discharge, according to the Labor Department.

Benefits Protection

Name Change Necessary For New Summer Brides

YOUNG ladies getting married this summer—or anytime, for that matter—should remember to change their name with the Social Security Administration.

Changing the name promptly on the records will permit the Social Security Administration to maintain an accurate earnings record for the individual.

The name-change makes it possible to credit the proper record in terms of earnings both before and after marriage.

Earnings that women have in jobs covered by Social Security will determine the amount of their cash benefits, and not just when they retire. During their working years, women as well as men build disability, survivors and Medicare protection for themselves and their families.

To get the name-change made, all a new bride need do is write the nearest Social Security office—listed in all metropolitan area phone books—or a form is available at any post office. Many employer personnel offices also keep the form on hand.

Contract Benefit

Better Vacation Schedules Enjoyed by Union Members

THANKS to collective bargaining, union members in the United States enjoy far better vacation schedules than do non-union workers.

That's the finding in an analysis of 400 representative union contracts made by The Bureau of National Affairs, Inc. (BNA), a private reporting service.

Vacation provisions, BNA discovered, are found in 96 per cent of all union contracts and in 99 per cent of all agreements outside the construction industry.

BNA's latest survey found sharp increases in the number of union contracts providing 5-week and 6-week vacations as well as slight reductions in the amount of time-on-the-job for almost all amounts of vacation.

Five-week vacations now appear in 42 per cent of all union agreements—an increase of 22 per cent since 1970. The proportion of contracts calling for 6 weeks' vacation has doubled to 10 per cent since 1970.

The prevalence of 4-week vacations has risen only slightly since 1970, to 76 per cent, after increasing rapidly from the 50 per cent mark in 1966.

BNA found that 75 per cent of all union contracts provide at least 1-week vacations, while 86 per cent provide for 2 weeks and 85 per cent call for 3 weeks. One-week vacations are less frequent due to the number of contracts under which a worker becomes entitled to a first vacation of 2 weeks after a year on the job.

Vacations of all lengths are somewhat more prevalent in manufacturing industries than non-manufacturing, principally because of the number of construction contracts without vacation provisions because so much of the work is seasonal.

Trend in Amount of Vacation Per Year

(Frequency expressed as percentage of contracts)

	1955	1957	1961	1966	1970	1973
Three weeks	54	71	78	84	86	85
Four weeks	7	15	32	50	73	76
Five weeks	—	—	—	2	22	42
Six weeks	—	—	—	—	5	10

Source: Bureau of National Affairs, Inc.

Appointed

Georgia Gov. George Busbee (left) recently appointed W. Lamar Mathis, Jr., Teamster Local 728 organizer in Atlanta, Ga., as a member of the governor's workmen's compensation advisory council.

Grading Standards

Tire Makers Launch Fight Against Government Rules

SIX tire manufacturers have filed suit in federal court in an attempt to prevent final standards for grading new tires from going into effect.

The court suit was an instant response to final tire standards issued by the Department of Transportation's National Highway Traffic Safety Administration.

The regulations would impose prescribed measurements for treadwear, traction and temperature resistance. As it stands now, the regulations are due to go into effect in steps beginning next year and will aid consumers in selecting tires for passenger cars.

A major point in the court challenge by the tire makers is the assertion that the standards, rather than helping, "will actually confuse and mislead the consumer."

Actually, the projected standards are relatively simple.

Under the schedule, labels affixed to new tires must show the grades for radial tires by Jan. 1, 1976; bias-belted tires by July 1, 1976, and bias-ply tires by Jan. 1, 1977. The grades must be molded into the tire sidewalls beginning six months after the dates for each respective type of tire.

Snarls

Congress ordered the tire-quality grading program in 1966 legislation but it has been delayed by administrative snarls as well as the traffic safety agency's inability to win industry cooperation.

Filing the suit jointly were Firestone Tire & Rubber Co., B.F. Goodrich Co., Goodyear Tire & Rubber Co., General Tire & Rubber Co., Cooper Tire & Rubber Co., and Mansfield Tire & Rubber Co.

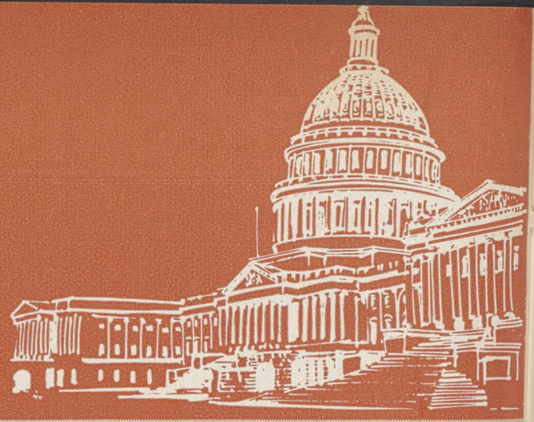
● Appeals Board

The Employees' Compensation Appeals Board consists of three members appointed by the Secretary of Labor to consider and decide appeals from final decisions in cases arising under the Federal Employees' Compensation Act.

● Legal Adviser

The Solicitor of Labor has responsibility for all legal activities of the Department of Labor and serves as the legal adviser to the Secretary of Labor and other department officials.

Legislation, Politics, Government



• DEFENSE PROFITEERING

A Senate-House Economic Committee heard testimony from Adm. Hyman Rickover who said hundreds of millions of dollars in excessive profits have been made on defense contracts. The admiral said the Renegotiation Board, which is supposed to recover such profits from contractors, is inept and ineffective.

• JOBLESS BENEFIT BATTLE

State legislatures increasingly are becoming the focus point for battles over jobless benefits as unions seek to improve them and business firms battle improvements. Congress, meanwhile, has begun reviewing existing unemployment compensation benefits and will consider revisions later this year.

• SUPREME COURT RULING

In a unanimous decision, the Supreme Court ruled that a federal law granting Social Security benefits to widows but not to widowers is unconstitutional. The ruling stated in part: "It is no less important for a child to be cared for by its sole surviving parent when that parent is male rather than female."

• REGIONAL PRIMARIES

A groundswell has begun to establish regional presidential primaries. The movement is gaining prominence in the Pacific Northwest, Upper Middle West and New England.

• UNEQUAL PAY

Women on the staffs of Senators are getting hot under the collar on the subject of equal pay. A survey by the National Women's Political Caucus revealed that the median salary for male legislative assistants was slightly over $20,000—for females the median was about $5,000 less. Similar differences existed in other job categories also.

• OREGON LEADS THE WAY

A new law in Oregon imposes a ban on about half the aerosol spray products sold on the shelves of merchants in that state. The ban will take effect in 1977. The Environmental Protection Agency has given support to scientific warnings that aerosol gases are endangering the earth's ozone layer.

• CONGRESSIONAL 'FREE MAIL'

Members of Congress used their franking privilege (postage-free mail) to the tune of nearly $37 million in the last fiscal year. The total is expected to hit $46 million for this fiscal year. Much of the mail is unabashedly devoted to efforts of congressmen to win reelection. Recently, both Senators and Representatives have been strongly resisting efforts to expose alleged abuses of the franking privilege.

• JUSTICE OPPOSES BILL

The Department of Justice is opposing proposed legislation that would encourage federal employees to make public any evidence of waste and corruption in government agencies without fear of retaliation by their superiors. A Senate subcommittee was told by a Deputy Assistant Attorney General that the department agreed with the "objectives" of the bill—yet criticized every provision in it.

For Your Information

Consumer Transportation Concerns

The Department of Transportation recently compiled a report on consumer concerns in the field of transportation.

Titled, "The Voice of the Transportation Consumer," the report covers three years of research by the department's office of consumer affairs. It specifies what is on the minds of consumers in terms of transportation.

Among the topics covered are automobiles, aviation, railroads, buses, bicycles, rapid transit and highways. Also covered are special problems of elderly and handicapped transportation users.

Acid Precipitation

Acid rain and snow is now regarded by scientists as a potential hazard in the eastern United States.

An effect of air pollution recognized decades ago in Scandinavia, acid precipitation is found to be the most severe in the Adirondack region.

The acidity of rain and snow in some regions has increased during the past two decades to concentrations ranging up to a thousand times normal. Average acidity in the eastern United States is now about 100 times what it was several decades ago.

There is strong evidence that acidic precipitation not only is killing fish in many lakes but that it is damaging trees and plants.

Pure rain water in clean air, scientists have found, is acidic as a result of the conversion of some atmospheric carbon dioxide into carbonic acid.

The American Humane Association says it costs about $100 a month to feed and care for a Great Dane dog—an increase over the $75 estimate of five years ago.

Chain Saw Danger

Dangers of the hand-held chain saw were illustrated by grisly exhibits at the recent convention of the American Medical Association.

At least 200 people have required plastic surgery in the past year following chain saw accidents. Results of some mishaps were photographed shortly after occurrence and showed the effects that a wild saw can have on a face.

Patents for chain saw safety guards have been on the market for 14 years but no manufacturer has built them into their product. Doctors are recommending that people using the instrument wear a motorcycle-type helmet or face shields.

Oil Wealth Dispute

Internationally famous oil economist Walter Levy has disagreed sharply with recent reports by major banks that the accumulation of wealth by oil-exporting nations is becoming a diminishing problem that will fade away by 1980.

It is Levy's view that the problem is likely to become more serious and of longer duration than found by the bank experts. One bank report said the surpluses of the rich oil-exporting countries, once a financial tiger, now are becoming pussycats.

Drought Predicted

While the weather in the midwest is expected to near normal this summer, experts are predicting that crops may suffer next year because of drought.

The 20-year cycle of solar activity, it is anticipated, will reach a low point by next summer. Based on weather patterns of the past 75 years, the significance is there will be much less rain than normal.

There is even the suggestion that 1976 may see the nation's farm areas suffering the worst drought since the mid-1930's.

Baby Tooth Decay

A large number of young children whose baby teeth are badly decayed reach that state because they are put to bed with a bottle when in the infant stage, according to a child dentistry specialist.

Dr. Robert Cooley of Chicago, Ill., says such decay may result in extensive and expensive surgery and may even produce damage to the permanent teeth. He is chairman of the pedodontics department at Northwestern University dental school.

Primary teeth, or so-called baby teeth, begin emerging at about 6 months. The problem of decay is seen in children 18 to 30 months old who are given bottles for prolonged periods.

Often, such youngsters are put to bed for a nap or a night's sleep with a bottle filled with soft drinks, fruit juice, sugar water or other sweetened liquid, or a pacifier dipped in honey. All contribute to tooth decay.

Illiteracy Program

A government program to teach illiterate Americans to speak, read or write English has reached only about one per cent of those needing the help, according to the General Accounting Office.

GAO said that between 1965 and 1974 about 4.6 million adults enrolled in the adult education program. Many who participated experienced "beneficial side effects"—including employment and increased earnings.

The oldest factory in North America was discovered by archeologists recently in British Columbia. Found was a mass-production shop for producing stone blades for hunting, skinning and scraping.

Poker 'World Series'

In case you missed it, a Texan won the annual "world series of poker" recently in a 45-hour marathon game at Las Vegas, Nev.

Twenty-one entrants put up $10,000 each to earn the right to compete in the winner-take-all cardfest.

The champ won his last hand and the total of $210,000 on a pair of hole card jacks.

Used Cars Popular

A nationwide survey by a news service concluded that used car dealers have more business than they can handle in many metropolitan areas.

Nearly all used car dealers agree their market is better than new car sales—some say by as much as 2-to-1. As might be expected, used car prices therefore are increasing.

Meanwhile, new car sales remain down by as much as 20 per cent—the victim of too-high prices.

Sensitive Blue Eyes

An ophthalmologist has determined after research that the corneas of blue-eyed people are more sensitive to touch than those of people with dark brown eyes.

The cornea is the transparent outer covering of the eye.

It is suggested that the lesser sensivity of the cornea, in those with dark brown eyes, may involve the central nervous system, thus affecting "general tactile sensivity."

Bingo Room

Bingo equipment rental firms are enjoying a boom in business as churches and charitable organizations seek to raise more money and economically depressed people try to supplement their incomes with gambling winnings.

Another factor in the bingo boom is that it is becoming legal in more states. One equipment supplier noted also that as state-sanctioned lotteries become more common, bingo is becoming less evil in the public mind.

Army Ant Communication

Scientists have discovered how columns of army ants communicate the fact that some delicious prey is available nearby.

It has long been known that army ants maintained a scout system but until now the method of communication was a mystery. Scientists in Ecuador have figured it out.

When an army ant scout finds some prey, usually a larger insect such as a wasp, he hurries back to the main column and touches antennas with 50 to 100 other ants along the line of march. The informed regiment then peels off the main column and follows a scent trail left by the scout.

Armies of ants in Ecuador sometimes are a 100 yards in length and contain as many as half a million individuals each about a third of an inch in length.

Seat Belt Usage

An insurance company conducted a survey and discovered that 93 per cent of all children riding in cars are unprotected against the impact of accident.

It was also found that another one per cent of youngsters are improperly restrained in infant holders or because they are sitting on an adult lap.

More than 1,000 children under 5 years of age died in auto accidents during 1973. Another 1,650 youngsters between the ages of 5 and 14 were killed in accidents during the same year.

Bank Profits Frolic

The banking industry reported dramatically higher profits for the first quarter of 1975 despite the fact that the economy is in its worst decline since 40 years ago and many companies are struggling to maintain profit levels.

Twenty-five major bank holding companies reported an average first-quarter earnings gain of 28 per cent.

"The banks' success can be stated in simple terms," noted the New York *Times*. "As middlemen in the game of commerce they have been taking a bigger slice."

Banks get their bigger slice by keeping their prices up, that is, they refuse to cut their interest rate charges as fast as their interest rate costs are declining.

The National Bureau of Standards recently completed an 18-month study costing $55,000 on ways to remove graffiti. No one product will remove all graffiti, it was found, but certain paint removers are *often* effective.

Attorney Fees

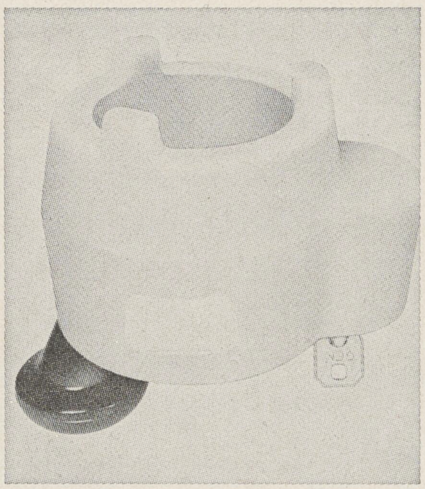
If you're planning to buy a house, write a will get a divorce or open a small business, you may save money on legal fees because of a new Supreme Court decision.

The Court ruled 8 to 0 recently that state and local bar associations may not establish minimum fee schedules that are enforced with the threat of discipline against lawyers who charge less.

What this means for the consumer is "lower prices and more competition," said Alan B. Morrison, attorney for the Virginia husband and wife who brought the suit challenging the Fairfax County Bar Association's minimum fee schedule.

Currently about 20 states use the minimum fee schedule system, according to the American Bar Assn.

WHAT'S NEW

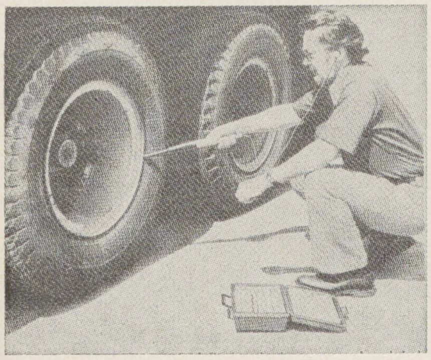


New King-pin Lock

A new king-pin lock is lightweight (8 pounds) of forged steel rated at 105,000 pounds/square inch tensile strength. It has a 7-tumbler cylinder lock. Removal with a hacksaw is almost impossible because the lock fits close to the plate, hindering up-and-down movement of a saw. Keys are numbered to the locks, preventing dispatchers from moving the wrong trailer by error. Fits all standard king-pins, deterring thefts of valuable trailers and cargos.

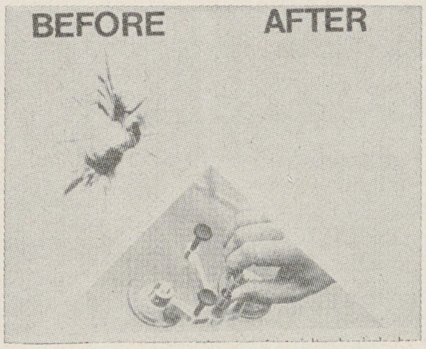
Super Sssss Sleuth

This super-sensitive device, using a detector to pick up ultrasonic sound waves generated by air pressure differentials is said to pinpoint hard-to-find air leaks. The probe is used over the suspected area and the sound waves are converted to an audible sound by electronics powered by a 9-volt battery. The device will also pick up leaks in vacuum lines.

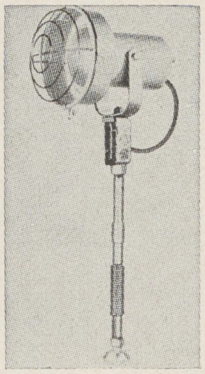


Windshield Repair Kit

This repair kit for windshield bulls-eye and star breaks caused by flying stones costs sometimes less than a new windshield and can be used repeatedly with resin refills. The repair material is a waterproof epoxy that fills the cracks in the glass and bonds tightly, preventing radial cracks. Primarily of possible value to fleet operators.



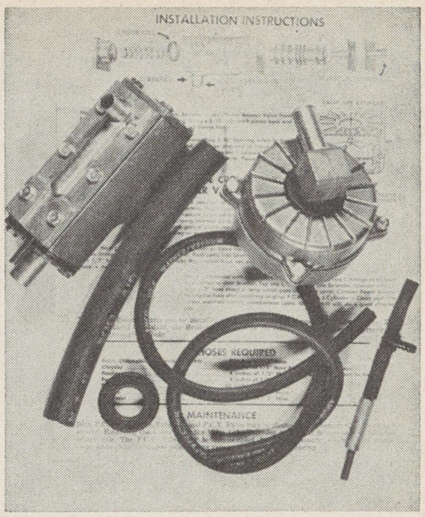
Spring-Mounted Dock Light



This loading dock light gives with the punches when hit and swings back into place. It has a swivel hanger, flexible spring section and a heavy gauge light head for which a steel wire guard is available.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

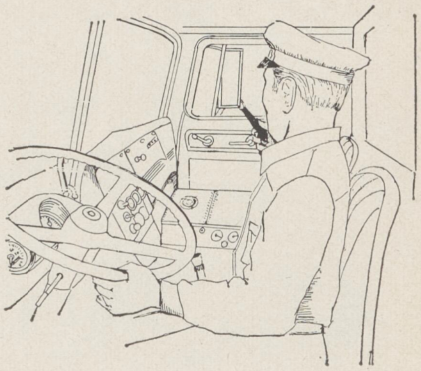


Gas-Saving Device

The kit pictured here is supposed to save 3¢ or more per gallon of gas by adding air to blow-by gases to increase engine efficiency.

The components consist of a heavy duty variable jet PCV valve which replaces the conventional PCV valve, and an extender-filter-condenser used in conjunction with it. These two devices are supposed to control engine blow-by by filtering it, adding air to it, removing oil from it so that it can burn cleanly and uniformly in the engine without forming harmful hydrocarbons or sludge.

The system is said to be installable in minutes without special tools and is offered on a money-back guarantee.



Good (Long) Right Hand

Invented by a Teamster, for Teamsters, is an "arm extender" with which various chores can be accomplished, such as adjusting the right-hand rear-view mirror, opening a right side vent window, opening and closing the right side window, pulling in parcels, and many other uses for things ordinarily "out of reach."

LAUGH LOAD

Fare Is Fare

The cabbie drove like a maniac taking a fare to the airport. He exceeded the limit, wove in and out, almost sideswiped three cars, skidded over a curb, narrowly missed a pedestrian and almost gave his fare a heart attack. As he prepared to disembark, the patron asked: "Do you always drive this way?"

"Oh, no," airily replied the hacker. "Sometimes I go a different route altogether!"

The Seats of Wisdom

The son had flunked his arithmetic test and was explaining to his father. "I was just a little way off from the right answers," he alibied.

"Exactly how far were you?" asked the father.

Said the son: "Just two seats!"

Anyone Here Ninety-two?

Who can remember The Good Old Days when the teenager went into the garage, started up the engine, and came out with the lawnmower?

A Bit Too Much?

The primary trouble with the Two-Party System is that it makes you feel lousy on Monday morning.

The Poetry and The Prose

The woman was unhappy with her station in life. "My husband's work is prosaic," she complained. "He's just a manufacturer of wastebaskets!"

"Don't feel badly, dear," replied her friend. "There is a lot of poetry in wastebaskets!"

An Extra-Early Break

Arriving late and almost out of breath, the secretary explained: "I'm not really late . . . I just took my coffee break before coming in!"

Masking the Truth

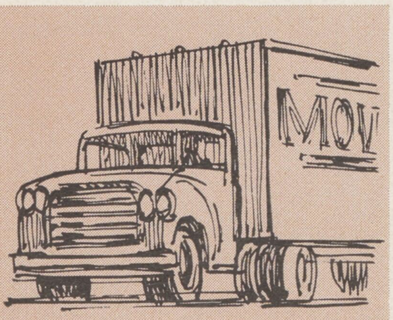
He had undergone surgery, recovered, and received his bill. "Now I understand," he said to himself, "why they were wearing those masks in the operating room!"

He Weasoned Wight!

The Sunday School teacher was having trouble. "Doesn't anyone here know who Peter was?"

Finally, from the rear of the room, a hesitant little voice piped up: "Wasn't he a wabbit?"

MOVING? *Let Your Local Union Know!*



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NAME..

NEW ADDRESS..

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City State Zip Code

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LOCAL UNION NO...

LEDGER NO..
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NAME OF EMPLOYER..

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

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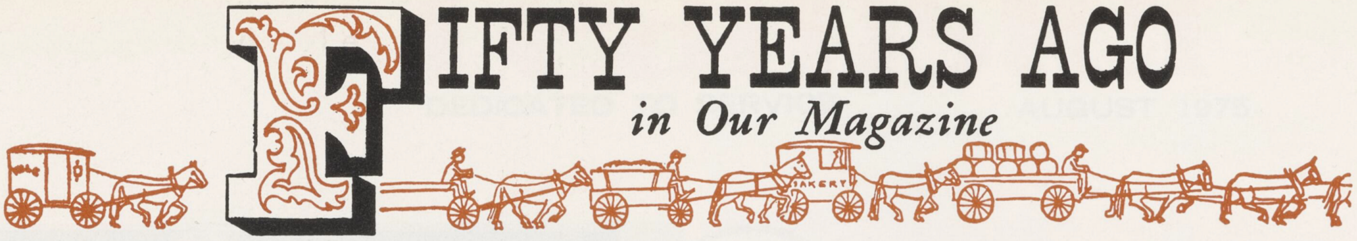

VOL. XXII *(From the July 1925 issue of the TEAMSTER)* **Number 7**

Anti-Trust Law Made Harmless; High Court Pulls Last 'Tooth'

Washington.—Judging from the joy expressed in business circles over the supreme court's recent decision in the maple floor and cement cases, nothing is left of the Sherman anti-trust act but the title.

The two cases involved the legality of so-called "open price" associations, or the right of business men to exchange price lists and other trade information. Opponents of these associations hold that they destroy competition and standardize prices. Defenders insist that they check overproduction, stabilize industry, and check wasteful methods.

In upholding these associations, the supreme court refused to regard price uniformity as evidence of an unlawful restraint of commerce. Hereafter, there must be a clearly defined purpose to increase prices or limit production before the anti-trust law is violated.

The court takes the position that it is illegal for business men to combine for these purposes, but it is not illegal if they individually increase prices or limit production as a result of information they have received through their voluntary associations.

In arriving at this conclusion, however, the court was not unanimous. Chief Justice Taft and Associate Justices Sanford and McReynolds dissented. The latter declared that "ordinary knowledge of human nature and of the impelling force of greed should permit no serious doubt concerning the ultimate outcome of the arrangements."

The decision practically leaves the anti-trust law toothless, as far as business is concerned. The supreme court has done what congress has declined to do. The act has repeatedly been declared uneconomic, but congress has refused to act.

The first effective blow the supreme court dealt the law was in the Standard oil and tobacco trust cases, when the court, several years ago, ruled that the anti-trust act should be construed in the light of reason.

This was followed by the court's refusal to dissolve the steel trust, five years ago. In that case the court considered the effect its decision would have on business, and made the unusual statement that if the United States steel corporation were dissolved it might result in "a material disturbance" and "serious detriment to the foreign trade."—News Letter.

They Seek to Destroy . . . .

There are those in the ranks of organized labor who would destroy the work of years that their personal ambitions might triumph, while the enemies without the ranks are working to impede its progress, the enemies within are a positive menace.

They strive to create dissension by innuendo and untruths, and they seek to destroy when they can not rule. Those old in the movements know this kind of men, and the methods they use.

The younger men of the movement, however, are not as well acquainted with the species, and are inclined to be discouraged when down.

The movement owes it to itself to eliminate this species and present a solid and united front.

It is a curious thing that the merchant who lives by a working man's wages, whose account with the working man grows with every easement of labor's hours and payment, is always on the side of the big companies whose aim and wish is to curtail the spending powers of the workman and to limit the cry of his need to the bare necessities of life. Give a man leave to spend, and he will widen his spending. He cannot stand up and spend on air; he must spend with some one who lives by selling or by making; consequently, business profits by every extension of wages and of leisure.—Australian Worker.

So long as all the increased wealth which modern progress brings, goes to build up great fortunes, to increase luxury, and make sharper the contest between the House of Have and the House of Want, progress is not real and cannot be permanent.—Henry George.

A world freed of ignorance will mean a world freed of oppression. The oppression by the few can thrive only upon ignorance of the many. Do your share to dispel the day of the toiler's emancipation.

Labor has an honest ambition. It wants honest representation in our legislative halls. Honesty puts truth into action, so let's get busy.

Let labor beware of the men who come to them "in open arms" and attempt to divide them. Sophistry sometimes is garbed in honied phrases in order to cover up the real interest. Mean souls, like mean pictures, are often in good looking frames.

The first essential of a good workman is Loyalty.

The Man Who Counts

It is not the critic who counts; not the man who points out how the strong man stumbled, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs and comes short again and again, because there is no effort without error and shortcoming; who does actually strive to do the deeds; who knows the great enthusiasms, the great devotions, spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid soul who know neither victory nor defeat.—Theodore Roosevelt.

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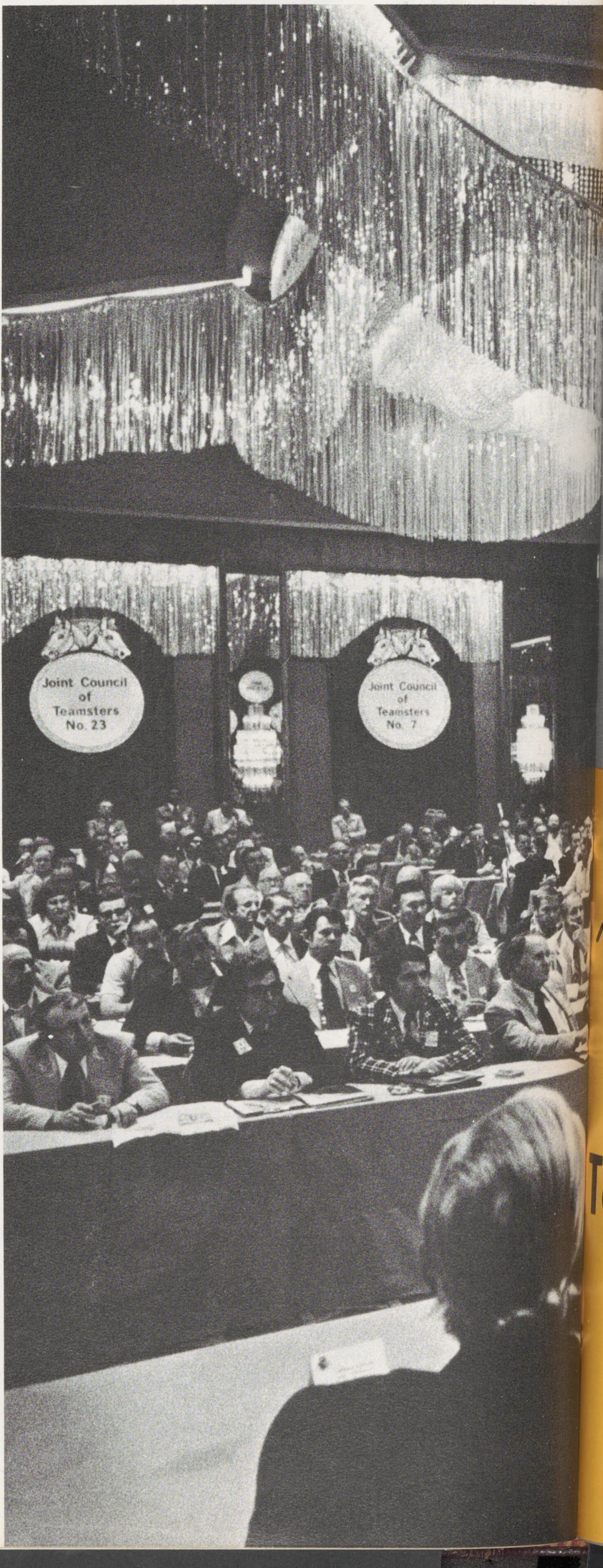
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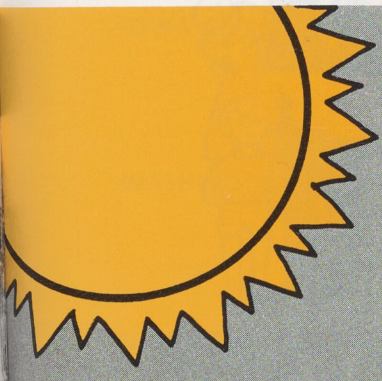

Solar Power

Leading the Way
to a
Brighter Tomorrow

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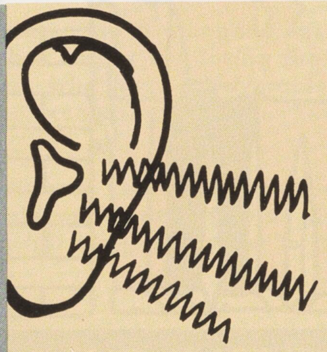

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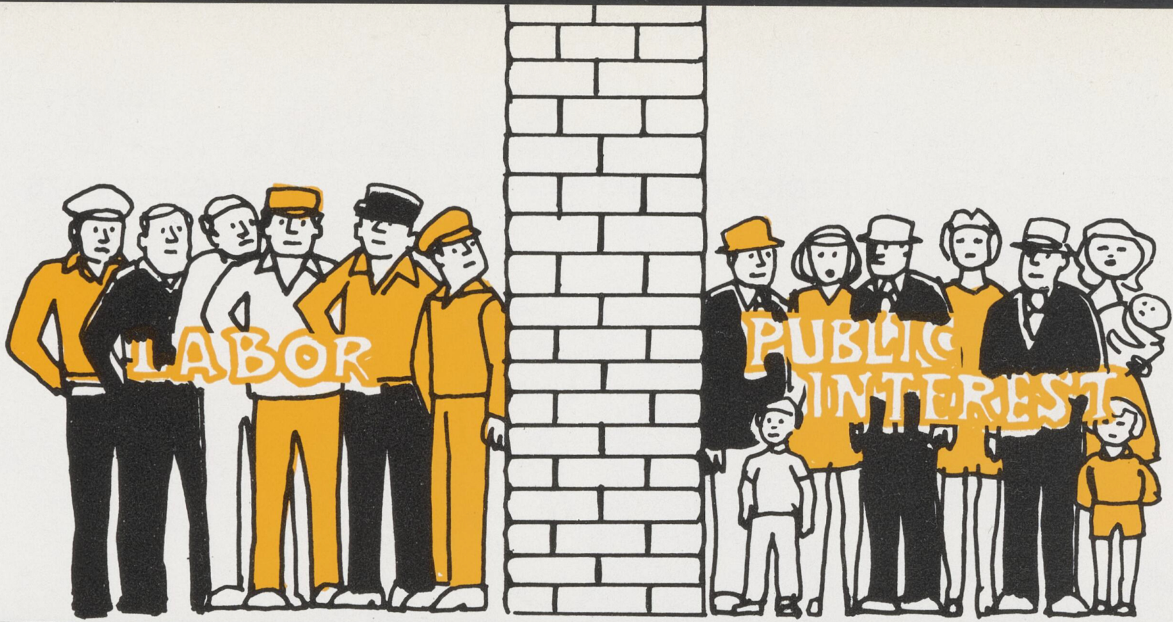

LABOR'S PLACE IN HISTORY

AN OLD Hollywood "epic" movie about pioneer days contained a scene in which one workman turned to another at a barbeque taking place about 1880 and asked:

"Do you think we'll ever get the 90-hour week?"

While the movie was fictional, its dialogue might have been close to the truth for those days.

Congress, for example, did not admit that working people needed representation in government until 1913 when it established the Department of Labor. (It took Congress another 22 years to codify a national labor policy.)

The Labor Department, said the 1913 law, was created "to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions and to advance their opportunities for profitable employment."

It said nothing else.

This declaration of intent was quickly twisted. William B. Wilson, the first Secretary of Labor, said: "In the execution of that purpose, the element of fairness to every interest is of equal importance, and the department has in fact made fairness between wage earner and wage earner, between wage earner and employer, *between employer and employer, and between each and the public as a whole the supreme motive and purpose of its activities.*" (Italics added)

Wilson was deliberately blowing smoke into the wind. His term as Secretary of Labor spanned the hey-day period of the company union. He and others like him could not bear to relinquish to wage earners the mild assistance promised by Congress.

Secretaries of Labor in succeeding years echoed the Wilson sentiment. Even Frances Perkins, who served under President Roosevelt from 1933 to 1945, was bound by the earlier mouthings.

It was not until 1953 when the first Secretary of Labor from a union background came to the job that any effort was made to reverse the mumbo-jumbo originated by Wilson. James P. Mitchell said flat out: "The Department of Labor seeks to advance the opportunities of the wage earner in every possible way." Everything else Mitchell said and did was in the same tune. His reward was to be called a national dummy.

Mitchell was succeeded by Arthur Goldberg in 1961 and again the purpose of the Labor Department—as stated in the law—was lost in the shuffle. Goldberg, a union lawyer, took a grand view. He declared that the Labor Department "is not the private domain of any special interest group in the population." Exit the worker interest; re-enter promotion of "the interests of all."

In the most recent decade, Secretaries of Labor have dwelled upon the relationship of the worker to the public interest—as though they were different things separated by a wall of social bricks. The Secretaries continually presented an academic view which, while sympathetic to wage earners, lacked real understanding.

Now comes a new Secretary of Labor, John Dunlop. The International Brotherhood of Teamsters wishes him well in the belief that perhaps he will get the train back on the right track. One of the first things Dunlop did was to refresh the Labor Department's memory: He revived the purpose of the agency as declared in the 1913 law establishing it.

Dunlop added that he wanted "to encourage thinking through our basic purpose in our times under law and to urge the component parts of the department to reflect upon their mission and how it fits into the whole."

What seemed to be saying was: Take another look at which we are charged with doing and try to figure out how we can do the job in a new economic age beset by problems.

It's a refreshing breeze in the nation's capital.

LABOR NEWS IN THE HEADLINES

IOWA CITY, IA. A 19-state survey sponsored by a company discovered two things recently: "There is no evidence that unions are losing the respect and support of their members," and, "workers who have a favorable attitude toward their union generally think well of their company, too."

WASHINGTON, D.C. Constant unti-union sentiments expressed by Albert Rees, Princeton University economist, may have hastened his departure as director of the Council on Wage and Price Stability. Rees left his job July 1st to return to Princeton as provost beginning September 1st.

JACKSONVILLE, FLA. A federal district court ordered Winn-Dixie Stores, the premier anti-union chain in the retail food industry, to pay $1 million in current and backpay to current and former employees. The judgment was the largest in the 37-year history of the Fair Labor Standards Act.

UNDATED The Spalding Co., which has long produced baseballs for the major leagues, will discontinue its contracts with the big teams after the 1976 season. The leagues rejected what the company termed a "modest" price increase. Most of the company's baseballs are hand-stitched in Haiti at substandard wages.

BOGOTA, COLOMBIA The Wall Street Journal reported that minimum wages of $1.33 in Colombia are "too high" for multinational corporations such as Container Corp., of America, B. F. Goodrich and others. The companies made deals to gain use of cheaper, strike-proof labor: Colombian prison inmates.

WASHINGTON, D.C. A Labor Department survey in May, 1974, learned that 82 per cent of full-time workers were on 5-day schedules. However, 1.1 million workers were on 3-to-4½-day schedules. Regardless of the type of schedule, absenteeism was uniform.

UNDATED The United States has the highest rate of joblessness among nine of the world's major industrial nations, according to a study by the Labor Department's Bureau of Labor Statistics.

WASHINGTON, D.C. A special committee named by a federal court is pressing the Labor Department to force state-run, but federally funded, employment services to stop referring farm workers only to low-paying harvesting jobs, often in deplorable working conditions. Committee inspectors are visiting 700 rural area state employment offices to check on the situation.

WASHINGTON, D.C. The Federal Bureau of Motor Carrier Safety has authorized a study of commercial truck driver schools. Concerned about the disparity of training provided by such schools, the federal agency hopes to formulate uniform guidelines so as to make possible universal standards in commercial training courses.

PITTSBURGH, PA. A strike by members of Teamster Local 211 closed the city's two daily newspapers—the Pittsburgh Press and the Pittsburgh Post-Gazette. The strike continued when U.S. District Judge Barron P. McCune refused to grant a management petition for an injunction against the newspaper drivers.

UNDATED Unemployment in Canada stood at 7.2 per cent at the end of June, up from 4.9 per cent a year ago at the same time. Canada's labor force at the end of June was estimated at 10.3 million of which 9.6 million were employed.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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**Solar Power
May Be Answer
To Brighter Tomorrow**

**Editorial material should be addressed to:
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From THE FIELD

LEADER RETIRES IN NO. CALIFORNIA

Jerry C. Beatty retired recently as secretary-treasurer of Teamster Local 490 in Vallejo, Calif. Beatty's retirement also left gaps in several other positions of Teamster leadership, including: trustee of Teamster Joint Council 7; negotiating and grievance committee chairman for United Parcel Service committee in Northern California; membership on the California Teamster legislative committee.

GOVERNOR APPOINTS MISSOURI MEMBER

James P. Mulvaney, a member of Teamster Local 603 in St. Louis, Mo., and a member of the Missouri House of Representatives, recently was appointed by Missouri Gov. Christopher Bond to fill an unexpired term on the Missouri Public Service Commission. Mulvaney had to resign his House seat to take the post with the PSC which, among other activities, has the important responsibility of setting utility rates.

VICE PRESIDENT RETIRES IN NYC

Walter O'Leary, vice president of Teamster Local 807 in Long Island City, N.Y., retired recently. He was a Teamster in the trucking industry for 42 years, serving as a business agent and officer of the local union for the past 21 years.

LIFE MEMBER AT LEGION POST

Elmer Lee Kreeger, a member of Teamster Local 41 in Kansas City, Mo., is a life member of American Legion Post 189. He has served as commander of the post three times.

Kreeger is a million-miler for Pacific Intermountain Express at Kansas City.

CALIFORNIA OFFICER TAKES RETIREMENT

John T. Erjavec has retired after serving as a business representative and officer of Teamster Local 665 in San Francisco, Calif., for nearly 28 years. His last office at the local union was that of secretary-treasurer.

In a letter to General President Frank E. Fitzsimmons, Erjavec wrote: "Proudly, and with utmost concern, I thank this great organized labor group for the cooperation, assistance, advice and true brotherhood it has given me during my years of service to the membership."

TEAMSTER DRIVER DISARMS GUNMAN

Louis J. Brier, a member of Teamster Local 653 in Brockton, Mass., took a shotgun away from an armed bandit recently.

Brier is a truck driver and installation man for the Coburn Wilbert Vault Corp., of Whitman, Mass., and also serves as an auxiliary sergeant for the Whitman police department.

On an early morning run, Brier stopped for a cup of coffee and noticed a police cruiser down the street with its lights on. Brier drove toward the cruiser and, as he approached, heard a shotgun blast. He saw a policeman come out of a pharmacy, clutching his middle.

Brier and another passerby got the officer into the police cruiser. The other man, who happened to be an off-duty cop, drove the wounded man to the hospital. It was then that Brier heard another shotgun blast.

The Teamster approached the entrance to the pharmacy and was beside the door when someone across the street yelled that a man was coming out with a shotgun. Brier reached out quickly to grab the weapon and the bandit fell to the ground.

Brier aimed the shotgun at the bandit who was wounded. The suspect surrendered. Police arrived at the holdup scene shortly and cleaned up the case.

TEAMSTER PIONEER DIES IN CALIFORNIA

Thomas L. Young, who retired from leadership in Teamster Local 196 in Los Angeles, Calif., earlier this year, died recently. The 59-year-old Young first joined the Teamsters Union in 1936. He quickly became a steward and then a trustee and business agent at Teamster Local 208 in Los Angeles. He later became an organizer for Teamster Locals 598 in Los Angeles and 898 in El Centro, Calif. He became secretary-treasurer of Local 196 in 1960 and later served as a member of the policy committee of the Western Conference of Teamsters.

DETROIT WAREHOUSEMEN AID TELETHON DRIVE

Members of Teamster Local 337 in Detroit, Mich., are conducting what they call a "Pic-a-thon" at Chatham Warehouse where they work.

Each member is doing his part for Muscular Dystrophy by picking up more than his ordinary number of cases. The company gives one cent to the MD campaign for each case the Teamster moves over his original output.

TEAMSTER'S SON IS SENATE PAGE

Douglas B. Fisher, son of Cassius Fisher, a member of Teamster Local 567 of Tacoma, Wash., has served as Sen. Warren Magnuson's page for the past six months and graduated with honors from the Capitol Page School in Washington, D.C.

OBSERVATIONS OF THE GENERAL PRESIDENT

THE CURRENT debate over a national energy policy certainly has the American public confused. The debate, on the surface, is so complicated the average American citizen has little or no luck in arriving at a determination.

I have come to the conclusion that the debate has been complicated by design to confuse the American public rather than to educate it on such an important issue.

We hear much these days about OPEC (Organization of Petroleum Exporting Countries) and domestic oil production. It would be simple to conclude that OPEC is composed of Middle East countries such as Iran and Saudi Arabia, and that domestic oil production is done by such American oil giants as Exxon, Shell, and Gulf Oil, for example.

Yet, the truth is that OPEC and domestic oil producers are one and the same. It is Exxon and Shell and Gulf which develop, produce, manage and market OPEC oil.

In short, domestic oil producers have international interests which are not in the best interest of the United States.

In the current debate over energy, President Ford wants to accelerate the decontrol of the price of domestic oil. He reasons that higher prices will provide incentive for domestic oil producers to develop new wells and pump oil from existing wells at higher prices. Too, the rationale is that higher prices for oil-based energy in this nation will promote conservation of existing supplies.

What this reasoning overlooks is that the domestic oil producers are not willing—in the national interest—to use huge profits realized from OPEC operations in the Middle East to develop new sources of oil in the United States.

It also overlooks the fact that the availability and cost of energy are critical to this nation's economy.

It has been estimated by reliable private research that every one per cent increase in price due to rising energy costs will reduce real economic growth in this nation by one-half of one per cent and raise unemployment by 140,000 men and women.

Decontrol of domestic oil prices accepts the fact that this country must then accept whatever international price is set by the OPEC cartel, plus any applicable import fees or tariffs.

And decontrol overlooks the fact that world-wide recession has drastically cut down on the use of energy and the world market is glutted with oil. Yet, prices continue to rise in direct disregard for the law of supply and demand which says prices should fall in periods of oversupply.

So, what seems to be a very complicated issue is not so complicated at all. The issue is simply that the international oil cartel, masquerading in this country as domestic oil producers, is ripping off the American people and the American economy.

If prices of domestic crude are decontrolled, 28 major oil companies in this nation will have a combined income which exceeds the total income of the federal government from all forms of tax revenue.

This nation cannot survive such an unequal distribution of wealth. Dollars are power, and if prices of crude are decontrolled, 28 so-called domestic oil companies will have more power than the federal government.

It is really that simple.

Frank E Fitzsimmons

Teamster General Executive Board shown in session at regular quarterly meeting, held last month in Carlsbad, California.

In California

Teamster Executive Board Holds Quarterly Meeting

The regular quarterly meeting of the Teamster general executive board was held early in July in Carlsbad, California, with board members discussing a wide range of topics, from upcoming National Master Freight Contract negotiations to the new law governing labor relations in agriculture in California.

Both Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller reported to board members on the activities of their offices since the last meeting of the general executive board in April, 1975.

Fitzsimmons reported on preparatory work being done for negotiations on renewal of the National Master Freight Contract which expires March 31, 1976.

The general president outlined negotiating procedures which will include a survey mailed to each member working under that agreement. The survey gives the member the opportunity to express his individual priorities for the negotiations and will be used to prepare a formal demand upon the employers.

Fitzsimmons noted that the present agreement called for substantial increases in wages and fringes due with the July 1, 1975, pay period. He cautioned board members to see that all increases due were properly paid by the employers.

On the question of Teamster representation of farm workers in collective bargaining, Fitzsimmons reviewed the new agriculture labor relations law which goes into effect in California, August 28, 1975. When this law goes into effect, farm workers in that state will, for the first time, have the legal right to secret ballot elections on the question of union representation.

Fitzsimmons reported on the progress of negotiations (which have since been completed) for renewal of the Western Conference of Teamsters Master Agriculture Contract, covering some 30,000 Teamster farm workers at peak harvest in California and Arizona. A separate story on these negotiations appears elsewhere in this issue of *The International Teamster*.

General Secretary-Treasurer Miller reported in detail on the work of his office in bringing existing pension plans in compliance with the new Pension law recently passed by the Congress.

Much of the difficulties in pension administration arises from the inordinate amount of time needed by the Department of Labor and the Internal Revenue Service in promulgating rules and regulations to implement the new pension law.

Much of the three-day sessions of the general executive board was consumed with regular housekeeping chores of the union.

Board members heard reports from the International Union's legal and legislative departments. The legal department reported on court and National Labor Relations Board decisions affecting labor relations. The legislative department gave a review of Congressional action on legislation affecting working men and women.

Farm Workers

Wages & Benefits Climb as Farm Workers Okay New Teamster Pact

BY AN OVERWHELMING vote, Teamster members employed in harvesting crops in various parts of California and Arizona recently ratified a new three-year contract giving them unprecedented agricultural wage scales and fringe benefits.

The settlement, the result of extended negotiations between representatives of the Teamsters' Western Conference and some 175 growers, replaces the master agricultural agreement that expired July 15. It covers some 30,000 farm workers at peak season.

"The previous contract was virtually rewritten, incorporating in the new agreement a number of 'firsts' which give greater job security and benefits such as never before experienced by agricultural workers," Western Conference Director M. E. Anderson said. "The confidence expressed by the workers' ratification vote reflects their approval of the representation they are receiving from the Teamster unions with which they are affiliated."

Under the new pact, the basic wage rate rises to $2.85 an hour, with the 41½ cent increase retroactive to July 15. Rates for all other work classifications rose by the same amount. The piece rate for lettuce and mellon workers advanced by six per cent; all other piece rates increased by four per cent.

Negotiators also obtained a wage-reopener clause in the contract for mid-1976.

A provision giving workers the right to honor authorized picket lines without risking the loss of their jobs was included for the first time.

A number of safety, health and fringe benefits were incorporated. Pension benefits, unique to Teamster contracts, will be increased both in 1976 and 1977 as a result of additional five-cent hourly payments by employers in each of those years on their employes' behalf.

A worker now will need only 60 hours of employment to qualify for hospital medical services which, among other things, carries a $500 benefit for maternity cases. Funds earmarked for general health-welfare benefits were increased by around 80 percent under the new contract.

For the first time farm laborers will enjoy paid holidays—two this year and three days in 1976—as well as an escalation in vacation benefits. Other "firsts" include time-and-a-quarter pay for Sunday work, employer-furnished protective clothing suitable to a job assignment, protection against dismissal should an employe refuse to work in hazardous situations, pay for time served on jury duty, funeral leave, and the right to take leaves of absence.

Employers will henceforth be required to issue at least one notice prior to dismissal of a worker and pay individuals for time spent accompanying health safety inspectors on tours of the work areas.

The new agreement brings farm workers another step closer toward equal footing with other organized workers.

Miller Gets Appreciation From Retiree

Dear Mr. Murray W. Miller:

I have recently retired after 22½ years' service in the office of Teamster Local 331 in Atlantic City, N.J. I would like to thank you and all the other officers of the International Union who made our (Teamster Affiliates) pension possible. My years of association with the Teamsters have been most enjoyable and memorable. With best wishes for continued success, I remain,

Yours very truly,
Harriet Shields,
Brigantine N.J.

● Illinois Win

Service and tire men employed by Oldfield Tire Sales in Vandalia, Ill., voted overwhelmingly for representation by Teamster Local 50 of Belleville, Ill., in a recent National Labor Relations Board ballot, according to Byron G. Trefts, president of the local union.

Durham Honored

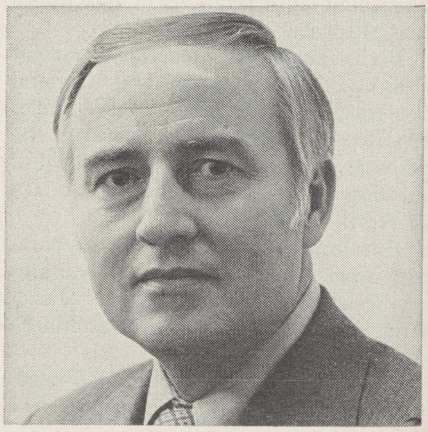
Teamsters' Safety Director Named to Advisory Position

R. V. DURHAM, Director of the Teamsters Safety and Health Department, was one of 11 members recently appointed to the National Highway Safety Advisory Committee by President Gerald Ford.

Durham's appointment to the three-year term was announced by the White House in July. He will serve in the advisory position until March, 1978.

The Safety Advisory Committee was established in September 1966 to provide advice and counsel to the Secretary of Transportation on Federal Motor Vehicle Safety Standards and other highway safety matters.

The new members have varied backgrounds in labor, health, business, law, transportation, industry and consumer affairs. This mixed background should contribute much as they formulate opinions to be presented to Transportation Secretary Coleman in the upcoming three years.



R. V. Durham

Research directors, meeting in Washington, discussed economic issues.

Meeting Held

Research Directors' Conference Makes Sense of Economic Issues

GENERAL President Frank E. Fitzsimmons led the list of featured speakers when a Research Directors' Conference was held at International headquarters in June.

During the two-day session, 15 Teamster researchers from across the country met with Teamster staff officials and two government representatives—Al Weiss, Assistant Secretary of Labor for Policy, Evaluation and Research, and Howard Bunn, Director of the Inter-Governmental Task Force on Workers' Compensation.

A wide range of topics was discussed, from deregulation of the trucking industry to worker adjustment assistance for workers thrown out of work by increased imports of foreign goods.

Current legislation, use of economics in safety and health, national economic and energy policies, workers' compensation, the Universal Product Code and Automation in warehousing and retail food stores, current trends and decisions in labor, and the use of research in organizing were all examined and discussed for their effects on Teamster members.

A major theme of the meetings was expressed by President Fitzsimmons when he addressed the group. He stressed the important role research and statistical facts can play when negotiating contracts, especially in this time of high unemployment and inflation.

That thought came up time after time in the discussions, with the upcoming National Master Freight Agreement negotiations a major consideration in every participant's mind.

Speakers at the meetings included Walter Shea, Assistant to the General President; Joseph Ballew, Assistant to the General Secretary-Treasurer; Norman Goldstein, Assistant Director of Organizing; John Greeley, Assistant to the Director of Organizing, and Director of the National Warehouse Division; Don Rodgers, Director of Government Affairs; Dave Sweeney, Director of the Legislative Department; Bart O'Hara, Legislative Counsel; R. V. Durham, Director of Occupational Safety and Health; and Robert Baptiste, Labor Counsel. The International staff discussed current happenings in their fields of expertise with the researchers.

Attending the two-day conference were representatives from the Eastern, Western and Central Conferences, as well as research directors from Joint Councils 7, 28, 32, 37, 38 and 42.

Norman Weintraub, Director of Research for the International, and Cramer Gilmore and Virginia Breen of the International's research staff were also on hand for the sessions.

Pet Food Workers Go Teamster

Some 60 workers employed by Custom Canners, Inc., a pet food company in Batavia, N.Y., voted overwhelmingly for representation by Teamster Local 791 of Rochester, N.Y.

Leo Van Nostrand, secretary-treasurer of Local 791, said another union on the ballot received only one vote. The election was conducted by the National Labor Relations Board.

● Unanimous

Employees of Minnesota Tractor Co., a distributor in Bloomington, Minn., voted unanimously for representation by Teamster Local 975 of St. Paul, Minn., in a recent ballot conducted by the National Labor Relations Board, according to Don Erickson, secretary-treasurer of the local union.

● Car Dealer

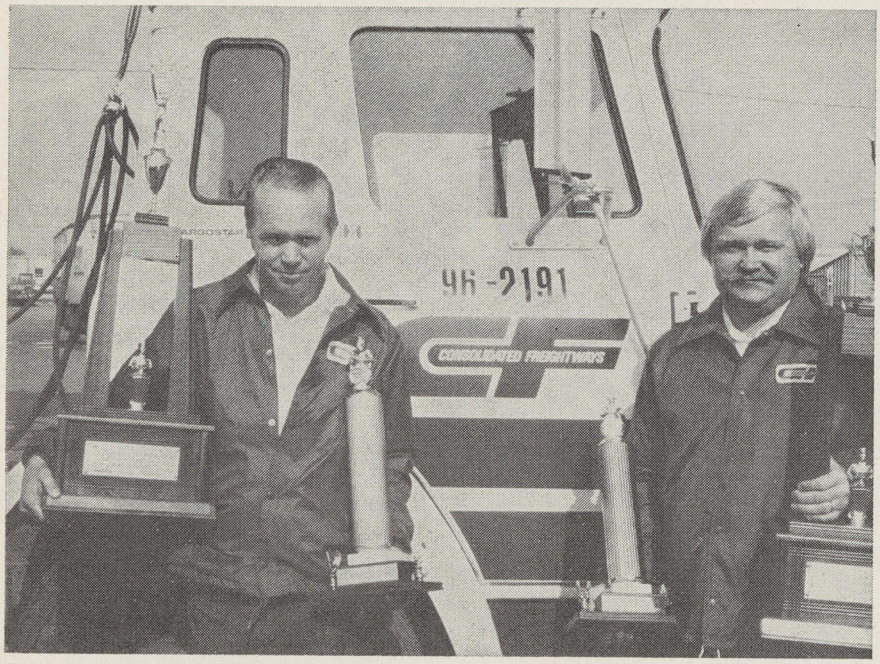
Mechanics and other garage employees of Monte Asti Buick Col in Sewickley, Pa., voted unanimously for representation by Teamster Local 926 of Pittsburgh, Pa., in a recent National Labor Relations Board election, according to Michael Gardner, secretary-treasurer of Local 926.

Service Award

SCELLANEOUS WAREHOUSEMEN
UCTION EMPLOYEES UNION
NO. 781 I.B. of T.

Mark Snyder (right), transportation and legislation analyst for Teamster Joint Council 25 in Chicago, Ill., is shown receiving a public service award from Michael J. Howlett, Illinois Secretary of State. Snyder serves on the Secretary of State's traffic violation advisory committee.

Champ Drivers



Robert Philcher and Lynwood Meier (left and right), members of Teamster Local 325 in Rockford, Ill., were champs in the recent Illinois State Truck Roadeo. Philcher won the 5-axle class and Meier captured 3-axle honors.

Telethoners

Jack Fecter (left), president of Teamster Local 918 in New York City, receives a $10,000 check from the IBT presented by Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, and his granddaughter Anita. The money was a gift for this year's United Cerebral Palsy telethon in New York City.

Trailmobile Contract Won For Texans

Teamster Local 568 of Shreveport, La., has succeeded—after a 2-year struggle—in gaining an agreement covering production and maintenance workers employed by Trailmobile, Inc., of Longview, Tex.

William M. Hays, secretary-treasurer of Local 568, said the contract was negotiated following certification of the union by the National Labor Relations Board last December. The agreement provides substantial pay gains and other benefits over a 35-month period.

Trailmobile currently has about 300 workers on the job but when the union won its first election victory two years ago, there were about 700. The ballot was set aside by the NLRB. A second vote a year ago resulted in a victory by a 3-to-1 margin but company objections delayed the certification.

Hays said Trailmobile is enlarging its facilities and the bargaining unit will total about 1,000 workers when the company returns to full capacity.

News Delivery Case Won In Michigan

Teamster Local 580 won the decision recently when the National Labor Relations Board ruled that the Lansing (Mich.) *State Journal* unlawfully fired 21 contract drivers who delivered newspapers for distribution by paperboys.

Upholding the administrative law judge's findings, the Board said Federated Publications, Inc., doing business as the *State Journal,* fired the men because of their activities on behalf of the Teamster local union.

The discharges took place during an organizing campaign. In its defense, the newspaper claimed it "sought better drivers with a sales background."

The *State Journal* was ordered by the Board to cease the illegal conduct, to offer reinstatement and reimbursement to the 21 contract drivers, and to bargain with Local 580 which had obtained valid authorization cards from a majority of the contract drivers.

Between '70-'72

Union Membership Totals 20.8 Million

MEMBERSHIP in trade unions headquartered in the United States totaled 20.8 million in the 2-year span between 1970 and 1972.

The total reflected the smallest 2-year gain (148,000) since the 1960-62 period when there was an actual decline in union membership.

As has been the case in recent years, the International Brotherhood of Teamsters outranked all other unions in membership, according to the biennial "Directory of National Unions and Employee Associations" published by the U.S. Department of Labor.

The directory listed the IBT as having a membership of 1,855,000 in 1972—but on the basis of per capita tax payments to the International Union, the Teamster membership now is far in excess of two million.

The next two largest unions as shown by the directory were the United Steelworkers with 1.4 million members and the United Auto Workers which fell from second to third place with slightly less than 1.4 million.

Other trade union membership facts outlined in the directory were:

Women holding membership in labor unions in 1972 totaled 4.5 million, up 242,000 from 1970. For white-collar occupations, membership in 1972 totaled 3.4 million, a climb of more than 800,000 from two years previous.

An advance of 353,000 in membership in professional and public employee associations was registered in the 1970-72 period. In 1972 some 35 employees associations had 2.2 million members, as opposed to 23 associations with a membership of 1.9 million in 1970.

Of the 20.8 million trade unionists in 1972, a total of 1.6 million members were employed outside the U.S., with all but 121,000 of these residing in Canada.

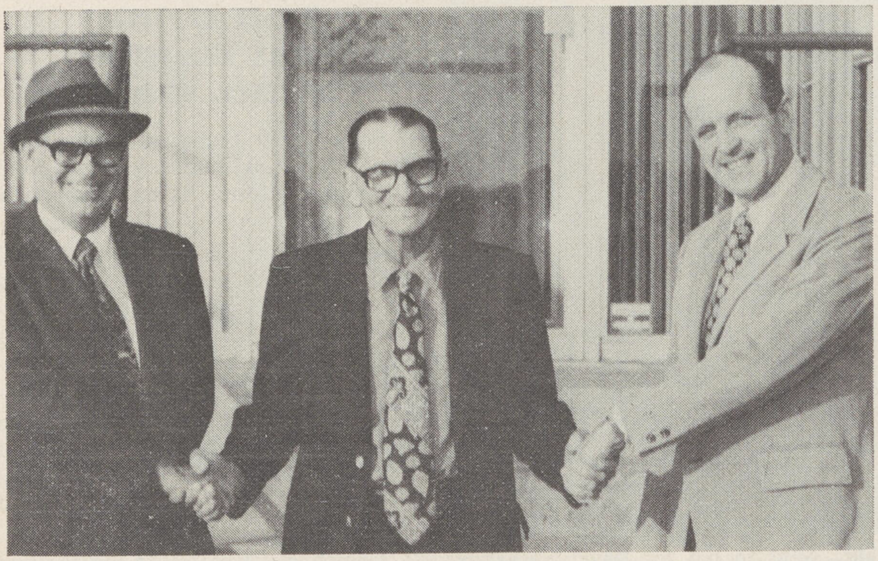
As a proportion of non-farm employment, union membership fell from 27.5 per cent in 1970 to 26.7 per cent in 1972, thus continuing a descent that began back in 1955. By including employee associations, organized membership rose to 29.8 per cent of the non-farm work-force, slightly below the 30.1 per cent ratio of two years earlier.

During the 1970-72 period unions continued to make gains in the non-manufacturing sector, showing a rise of 260,000 to 9.5 million, but membership in manufacturing fell during that span by 253,000 to 8.9 million. In that same two-year period some 142,000 government workers were added to union rolls, boosting the total to 2.5 million.

First Fund Check

Gordon Grubb, secretary-treasurer of Teamster Local 830 in Philadelphia, Pa., presents a $1,350 check to Mrs. Catherine Kovitch, widow of the late Elwood J. Kovitch, a member who died just six months prior to eligibility for retirement. It was the first insurance check issued by the local union's severance fund which has been in existence for a short period.

Georgia Retiree



James G. Jones, a member of Teamster Local 728 in Atlanta, Ga., retired recently after working 38 years for Smith's Transfer. Congratulating him are Albert Johnson (left), secretary-treasurer of Local 728, and Tom Lewis, terminal manager. Jones was a charter member of the local union.

Iowa Local Wins Ruling At NLRB

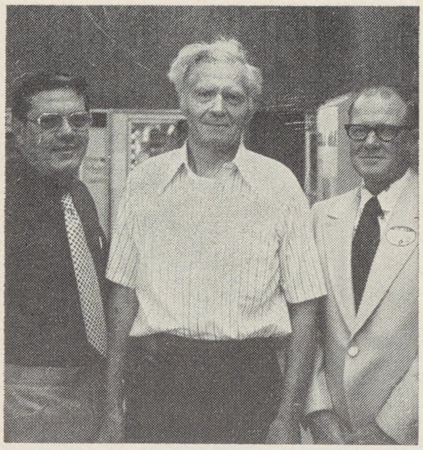
Teamster Local 828 of Mason City, Ia., won the decision over City Supply Corp., in a ruling made recently by the National Labor Relations Board.

The Board adopted the findings of an administrative law judge who recommended an order that the company be required to cease suggesting or urging employees to withdraw from membership in the Teamster local union, and refusing to bargain collectively with the union.

The case involved successorship to a business. The new owner tried to get out from under his legal responsibility to the union contract—but did everything wrong.

City Supply was ordered by the Board to cease the illegal conduct and bargain with Local 828 upon request.

Retiree



John Kennick, a member of Teamster Local 886 of Oklahoma City, Okla., retired recently as an employee of Transcon Lines. He is shown at a dock party flanked by Travis Newby, secretary-treasurer of the local union, and Bud Martin, terminal manager.

Texas Win

Hertz Rental Car representatives in Houston, Tex., voted overwhelmingly to oust another union in favor of Teamster Local 968 in a recent National Labor Relations Board election, according to A. W. Parker, secretary-treasurer of Local 968.

Trucks and Buses

Government Initiates Program To Reduce Fuel Consumption

A JOINT industry-government program to reduce the fuel consumption of trucks and buses has been initiated under auspices of the national Energy Resources Council.

The program aims for a major improvement in commercial vehicle fuel economy.

It involves the cooperation of manufacturers, suppliers and users as well as the Department of Transportation (DOT), Federal Energy Administration (FEA), and Environmental Protection Agency (EPA).

A recent conclusion of a DOT-EPA report to Congress on the potencial for motor vehicle fuel economy improvement suggested than an 18 per cent gain in fuel efficiency of newly-built medium to heavy duty trucks and buses should be possible by 1980 in terms of technological improvements alone.

While the report dwelt upon new vehicles, the total fuel consumption savings envisioned would result from more than just hardware refinements and technical improvements. Also important would be greater vehicle-fuel frugality by all interests, including:

—Better management of vehicle fleets.

—Fewer empty miles and more full loads.

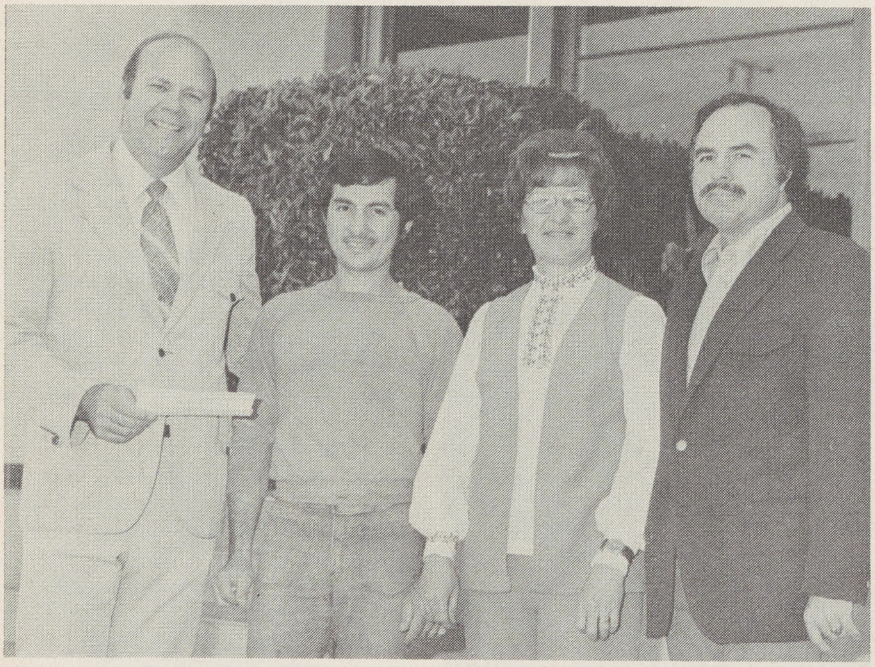
—Thriftier driving techniques.

—More general state and federal regulations where fuel economy is affected.

Frank G. Zarb, FEA administrator, commented: "Since the heavy truck and bus fleet currently burns more than 2 million barrels of petroleum per day, every 10 per cent gain in heavy fuel efficiency would save the nation 1,000 semi-trailer loads of fuel each day."

William T. Coleman, Jr., Secretary of Transportation, stated: "We realize that heavy truckers and truck manufacturers have always been one of the more fuel-conscious groups in the nation and have sought the most productive equipment on the market. However, it's quite plain that further gains in fuel economy are possible."

Award for Member



Teamster Local 572 of Long Beach, Calif., went to bat for David Hernandez (second from left) on a job classification dispute at Honeywell. An arbitrator ruled in favor of the Teamster. Presenting a backpay check to Hernandez were Jack Cox (left), secretary-treasurer of the local union, Barbara Van Horn, chief assembly steward, and Gene Geory, business agent.

Soft Drink Pact Ratified In So. Calif.

Some 2,000 Teamsters employed in the soft drink industry throughout Southern California have ratified a new 3-year agreement by a 2-to-1 margin.

The contract, providing substantial wage and pension increases, supplanted an agreement that was not due to expire until this April. The new pact calls for part of the wage increase retroactive to last November 1st.

Teamster local unions involved in the agreement include 848 and 896 of Los Angeles, 572 of Long Beach, 952 of Orange, 871 of Pomona and 982 of Lancaster.

Companies signatory to the contract include Coca Cola, Pepsi-Cola, Royal Crown and Dominion Beverage National Drinks.

On-the-Job Training

Teamsters Train Truckers Under Labor Dept. Contract

EIGHTY-SIX jobless workers in three mid-Atlantic states will have jobs as tractor-trailer drivers waiting for them if they successfully finish eight weeks of intensive training financed by the Labor Department and administered by the Teamsters' union.

The Teamsters are providing the training at Fleetville, Pa., near Scranton. Trainees will be recruited in Pennsylvania, New York, and New Jersey under a $250,000 contract authorized by the Comprehensive Employment and Training Act (CETA).

Minority group members and Vietnam-era veterans will get priority in the selection of trainees and both men and women will be recruited.

The training features class work and "hands on" operation of modern tractor-trailer units.

Teamster's Joint Council No. 40, in Pittsburgh, will recruit trainees in that area and the western part of the state. Joint Council No. 53, in Philadelphia, will recruit there, in eastern Pennsylvania, and in New Jersey south of a line between Camden and Atlantic City. Joint Council No. 17, in Rochester, will select trainees from seven counties in upstate New York. In all, there are 58 Teamsters' local unions in these areas.

Each eight-week training course will cost about $2,900 per trainee. The first three periods will have 24 trainees each, the last one, 14. Training began Feb. 24, and goes to Nov. 24, 1975.

Teamsters Joint Councils have had two previous contracts, the first an experimental and demonstration project. Under the second contract, Teamster Councils in Rochester, Utica, Buffalo, Albany, Pittsburgh, and Philadelphia trained and placed 322 applicants as tractor-trailer drivers at a cost of $809,000.

The union's project director is Charles Walters, Teamsters Joint Councils Nos. 40 and 53, Deer Lake Campus, Fleetville, Pa., 18420.

Inland Seaport

More than 400 members of Teamster Local 551 in Lewiston, Idaho—including five well-known brothers—worked on the massive project leading to creation of an inland seaport in Idaho through a series of locks and dams on the Columbia and Snake Rivers in the northwest. Shown are (left to right): Back row—James Hilbert, Local 551 business agent, and Dick Colf, superintendent; Front row—Norm McKibben, area manager, Bruce Montambo, Russell Montambo, Robert Montambo, James Montambo, and Evertt Byers, Local 551 secretary-treasurer. Not shown is Roger Montambo.

3-Million Miler

Lawrence J. Andrus (left), a member of Teamster Local 201 in Lafayette, La., is shown receiving a safe-driving plaque and $100 savings bond in recognition of his 25-year record of driving more than three million miles without accident. Making the presentation is D. Humphrey, vice president of Andrus' employing company, Southern Pacific Transport.

Retiring Officer Writes Note To Fitzsimmons

Dear Bro. Fitzsimmons:

Just a few words to express my appreciation for the outstanding pension benefits provided by the International Brotherhood of Teamsters which enabled me to retire at age 62.

Many of our members at Western Airlines have taken early retirement and are most grateful to the Teamsters for negotiating a good retirement pension plan which provided them with enough benefits so they were able to retire early. . . . It has been a pleasure working for the Teamsters and getting to know some of the greatest people in the entire labor movement.

So, again, Frank, I say thanks to you and to the greatest union in the world—the International Brotherhood of Teamsters. Good luck to you and keep up the good work.

Fraternally yours,
John Stanchfield,
President, Local 2707,
Los Angeles, Calif.

Surprise ! ! !

Welfare for Strikers Opposed In Special Business Survey

NOT SURPRISINGLY, a special survey conducted for "The Business Roundtable" has concluded that most Americans oppose welfare benefits for strikers.

The survey was conducted by the Opinion Research Corporation for the business organization described as composed of "business executives (who) seek to improve labor-management relations."

Based on a national probability sample of 2,076 personal interviews, the survey was the ninth of a series which the Roundtable touts as "designed to explore and monitor thinking on a wide range of issues related to the power of labor unions, the collective bargaining process, and public readiness for reform in the country's labor laws."

Any reader having familiarity with standard anti-union euphemism must immediately interpret the foregoing description more accurately as an effort to get across to the public mind what nasty things trade unions are, and how they should be stomped into the ground with so-called reform legislation.

Opinion Research Corporation said it found that 54 per cent of both the general public and union members felt that giving welfare benefits to strikers creates an imbalance in the collective bargaining process.

But the pollsters asked no question about whether there was a belief that it takes two disputant views to reach a strike situation. Neither was there any attempt to measure opinion regarding the needs of the stomachs of children.

Widespread confusion existed, according to the survey, as to the source of unemployment compensation. Only about a third of those interviewed were aware that in most states the compensation is underwritten by employer contributions according to law.

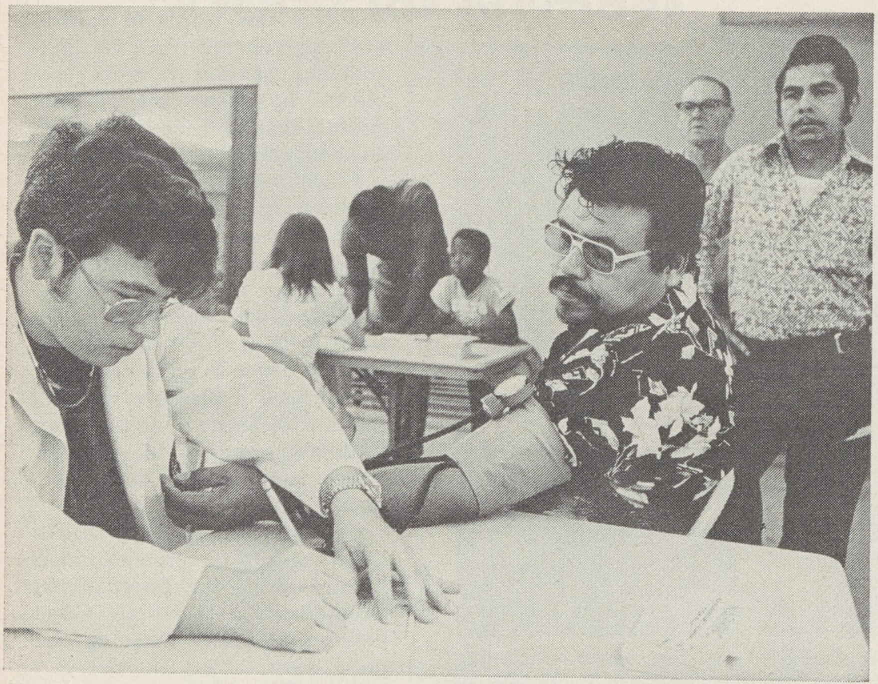
The questions clearly were limited to the most negative aspects of the water in the well of opinion in such a manner as to come up negative no matter what the differing ratio in viewpoint.

The bought-and-paid-for aim, of course, was to influence the public mind against unionism. Certainly there was little concern with improving labor-management relations.

Best in Northeast

Roscoe Bethea (right), a member of Teamster Local 277 of New York City, receives congratulations from Anthony Distinti, president of the local union, upon being named driver-of-the-year in Ryder Truck Rental's 11state northeast area. Bethea, a Teamster all his adult life, has a record of nearly a half-million miles without accident.

Health Fair



Shown are some of the 500 members of five Teamster local unions in Houston, Tex., that took part in a health fair sponsored jointly by the locals, Baylor University and the American Heart Assn. The free health check was part of a continuing program checking high blood pressure, cholesterol, triglyceride and doing lipid research. Exams were given in the Houston Teamster building for members of Locals 988, 968, 949, 919 and 1111 who desired them.

Iowa Retiree Writes Note To Fitzsimmons

Dear Bro. Fitzsimmons:

Just want to send a note of appreciation and say thanks to you and all my Brothers for our good pension and wonderful health and welfare insurance benefits. How grateful I am . . . I was an over-the-road driver for North American Van Lines before retiring from Teamster Local 147 in Des Moines. I have been a union member 26 years and can only say, let's keep this good union going . . .

Fraternally,
G. W. Ruddell,
Des Moines, Ia.

Report for '74

Truck Tonnage Declines For 1st Time Since 1961

INTERCITY truck tonnage hauled by the nation's leading motor carriers suffered a loss during economically depressed 1974—the first drop in freight activity since 1961.

Tonnage of intercity freight transported by truck dropped 4.3 per cent last year compared with 1973's total.

An analysis made annually by the American Trucking Assns., Inc., showed that 2,338 major common and contract carriers transported 738,497,782 tons of freight in 1974. The previous year's total was 706,534,715 tons.

The only region in which a slight common carrier gain was noted at year-end was in the southwestern section where the increase was a slight three-tenths of one per cent.

Common carriers hauled 92.6 per cent of all the tonnage transported last year—a gain over 1973—and contract carrier business dropped to 7.4 per cent.

Following is the total regional record of common and contract intercity truck tonnage hauled in 1974:

New England—146 carriers, 21.8 million tons, down 8.5 per cent.

Middle Atlantic—525 carriers, 141.9 million tons, down 4.3 per cent.

Central—500 carriers, 180.9 million tons, down 5.8 per cent.

Southern—354 carriers, 117.2 million tons, down 5.5 per cent.

Northwestern—116 carriers, 47.8 million tons, down 6.2 per cent.

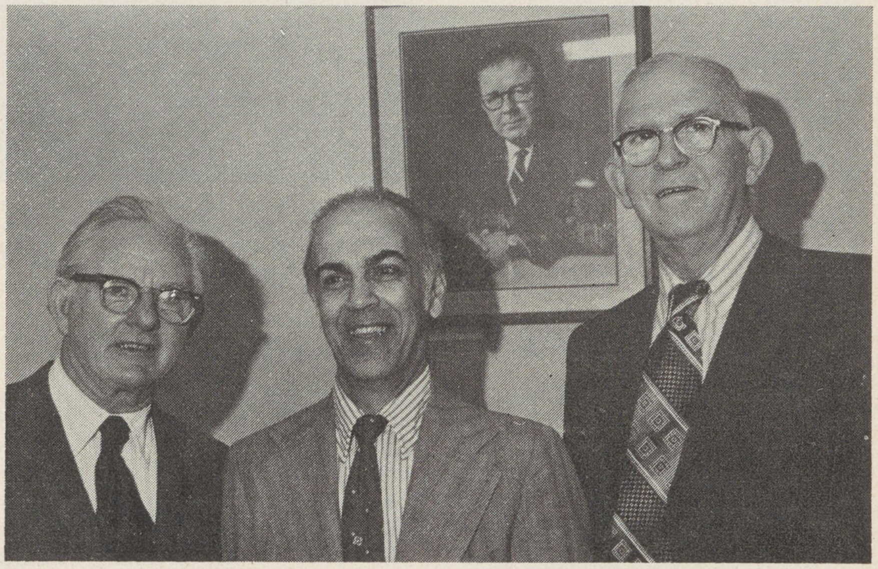
Midwestern—166 carriers, 42.3 million tons, down 1.9 per cent.

Southwestern—181 carriers, 71.1 million tons, down 0.2 per cent.

Rocky Mountain—92 carriers, 22.4 million tons, down 2.7 per cent.

Pacific—258 carriers, 60.7 million tons, down 1.4 per cent.

Philadelphia Retirees



Two retirees in Philadelphia, Pa., receive best wishes from Teamster Local 161. Shown (left to right) are: Tom Herron, Hemmingway Transportation; Robert Romano, Local 161 secretary-treasurer, and Al Higgs of Halls Motor Transit.

Strike Support

The Southern Christian Leadership Conference sponsored a "march" recently in support of members of Teamster Local 115 of Philadelphia, Pa., who are on strike against the Cheltenham Township. In the front line of the march is John Morris, secretary-treasurer of Local 115.

● In California

Tool and die makers employed by Unitek Corp., a manufacturer of orthodontics items in Monrovia, Calif., voted for representation by Teamster Local 986 of Los Angeles, Calif.

John LeFlore, organizer for Local 986, said 21 workers were eligible to vote in the National Labor Relations Board election. The count was 12 to 0 in favor of the union.

● Florida Win

Drivers employed by Pilot Freight Carriers, Inc., at Sarasota, Fla., voted overwhelmingly for representation by Teamster Local 79 of Tampa, Fla., in a recent National Labor Relations Board ballot, according to Manuel Fernandez, president of the local union.

Couple Retires

Mr. and Mrs. Roy Green, both members of Teamster Local 182 in Utica, N.Y., retired recently with 40 years' combined service at Dairylea Ice Cream Co., in Utica. Presenting the first pension checks to the couple are Harold K. Ulrich (left), Local 182 secretary-treasurer, and Frank Parks, business agent.

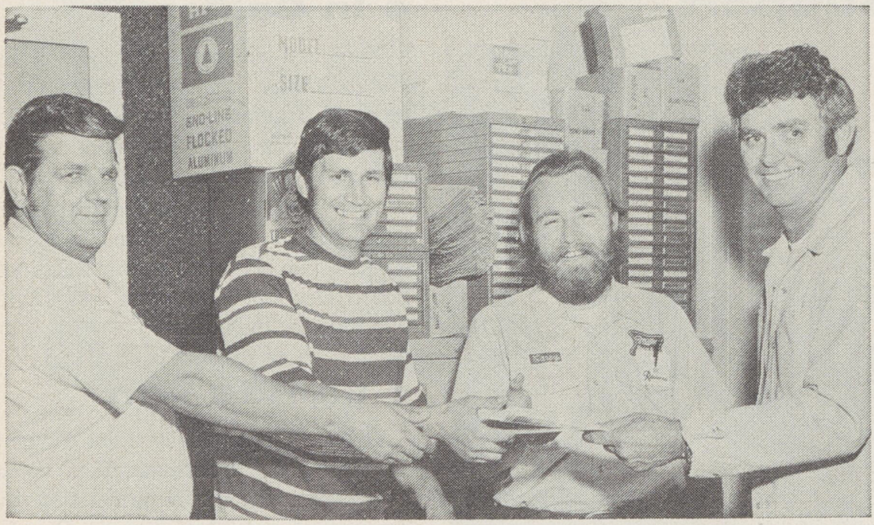
● In Minnesota

Drivers and warehousemen employed by Frederick-Sherry Office Supply Co., in Minneapolis, Minn., voted unanimously for representation by Teamster Local 638 in a recent National Labor Relations Board election, according to Ray Johnson, secretary-treasurer of the local union.

● In Maryland

Truck drivers and warehousemen employed by Montgomery Ward & Co., in Hagerstown, Md., recently voted for representation by Teamster Local 992 in a National Labor Relations Board election, according to Harold J. Miller, secretary-treasurer of the local union.

$7,000 Backpay



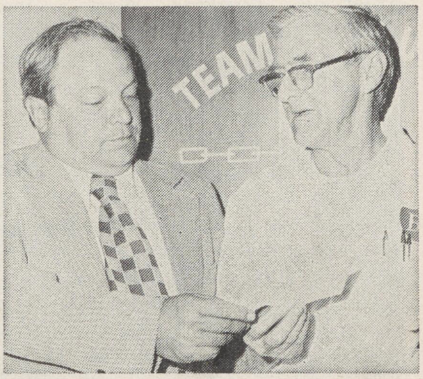
Receiving backpay checks totaling $7,000 are (left to right) Jim Fritz, Jim Ciccarelli and Carey Clarke, members of Teamster Local 203 in Los Angeles, Calif. Presenting the checks is John Fahy (right), secretary-treasurer of the local union. The NLRB ordered the backpay paid by Standard Beverage Co., a Coors beer distributor, after it was determined that the Teamsters were fired because of their union activities.

● Car Rental

Rental agents and service workers employed by Budget Rent-A-Car of Washington-Oregon, Inc., voted for representation by Teamster Local 255 of Portland, Ore.

Larry Vance, secretary-treasurer of Local 255, said 29 workers in two locations were eligible to vote in the ballot conducted by the National Labor Relations Board. The count was 24 for the union and 2 against.

Backpay Victory



John Minihan (right), a member of Teamster Local 437 in Haverhill, Mass., is shown receiving a $4,084 backpay check from Robert DeRusha, secretary-treasurer of Local 437. Minihan's check was part of an award won by the local union against Liberty Oil Co., on behalf of seven members. Minihan received the highest check among the seven which totaled $14,000. They were discriminated against by the company because of union membership, according to the National Labor Relations Board decision.

Health Care Unit Won In Pennsylvania

A majority of aides, therapists and medical records employees of a health care facility for the elderly in Zelienople, Pa., voted recently for Teamster representation.

Burton Bloom, president of Teamster Local 538 in Kittanning, Pa., said 80 workers were eligible to vote at the Old People's Home of the Pittsburgh Synod of the Evangelical United Lutheran Church.

The vote was 39 to 29 in the ballot conducted by the National Labor Relations Board. An independent group was also on the ballot.

Wheel Forecast

31 Million Trucks Expected On Nation's Roads by 1990

IT is expected that there will be about 31 million trucks rolling over the nation's highways by 1990, according to a market research study published recently.

Trucks will grow in number from 20 million today at the rate of between 2.3 and 2.7 million per year, predicts the 235-page study prepared by Frost & Sullivan of New York.

The study also foresees the 2-stroke diesel and gasoline internal combustion engine giving way to the 4-stroke diesel, Stirling, Wankel and turbine engines.

Significantly, it is expected that gasoline will be replaced by kerosene fractions for use in the turbine engine, and by diesel fuel for the 4-stroke diesel engine.

The study, "Transportation Markets," concluded that truck production will not rise as fast as in the past because of the "reduced dominance of the truck in long-distance haul, as well as the more efficient use of trucks both in long hauling and local deliveries."

An over-riding need to conserve energy is expected to change America's transportation system to the extent that truck movements—as a share of the total—will decline from 21.5 per cent to 17 per cent, according to the study. At the same time, it is anticipated that the rail share of freight traffic will increase from 40 per cent to 51 per cent by 1990.

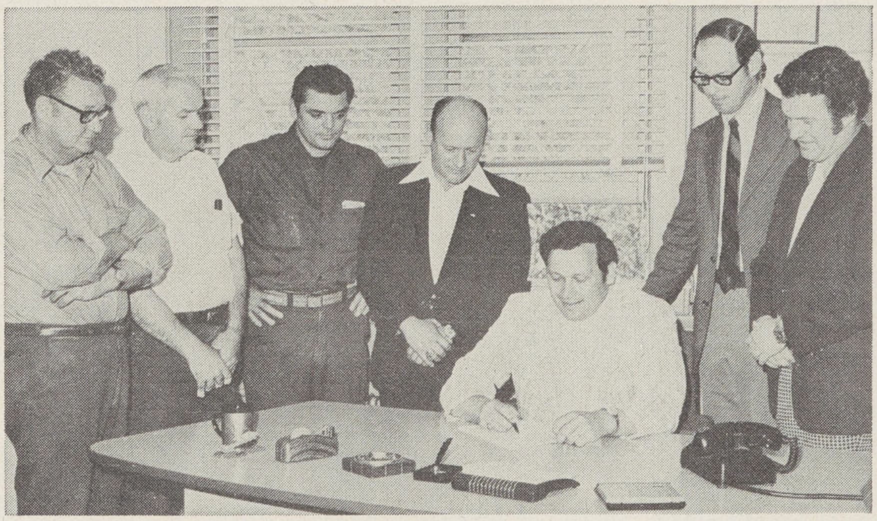
With the energy squeeze and long-delayed rehabilitation of railway systems, the report sees an outlay of some $83 billion for rail and mass transit systems by federal and local governments over the next 15 years.

The survey anticipates that the diesel engine and the Wankel will become major engine types by the early 1980s, with hybrid cars gaining a share of the market largely through the introduction of urban cars.

Overall, the use of internal combustion engines is predicted to plummet from 99 percent of the market today to about 14 percent in 1990 as the diesel and Wankel engines become the major engines.

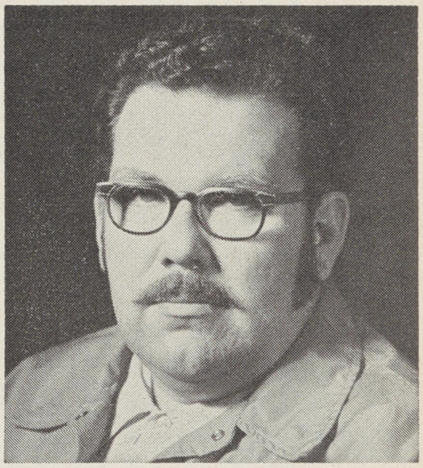
This switch in engine types, with an anticipated improvement in engine efficiency, should hold fuel consumption to around 73 billion gallons of gasoline equivalent in 1990.

Contract Signing



Shown at the signing of a 3-year contract covering 110 members of Teamster Local 505 of Huntington, W.Va., employed by Structural Stoneware, Inc., are (left to right): Jess Craiger, Paul Fletcher and Roger Dodson of the negotiating committee; Buddy Cooper, Local 505 business agent; James R. Boyd, president of Local 505; R. B. Keplinger, Jr., company vice president, and Robert Spence, plant manager.

Citizen'o'Year



Robert L. Sage, a member of Teamster Local 150 in Sacramento, Calif., recently was named "citizen of the year" by the Sacramento Safety Council. Sage, a driver for Pacific Motor Trucking Co., has driven nearly half a million miles without accident in the past 17 years.

● In Canada

Employees of Cliff's Plaza Bakery voted unanimously for representation by Teamster Local 464 of Vancouver, B.C., in a recent election conducted by the Labour Relations Board.

The Labour Relations Board immediately issued a certificate of bargaining authority for the combined unit of 22 inside workers and drivers. The Cliff's employees rejected another union in the voting.

RTW Group Operates Brainlessly

The National Right to Work Committee, irrevocably opposed to trade unionism in any form, sometimes appears to operate like a chicken with its head cut off.

A recent example was a mailing made by the right-wing group which sent one of its dun letters—seeking money to fight unionism—to the *Missouri Teamster*.

The *Missouri Teamster* is the official publication of Teamster Joint Council 13 in St. Louis, Mo.

MISCELLANEOUS

For Jobs & Energy

Committee Recommends Active Power Plant Construction Policy

WHEN PRESIDENT Ford unveiled proposals to spur the building of new power plants through liberalized tax writeoffs and tax-deferred treatment of utility dividends recently, he credited his Labor-Management Committee for legislative and administrative measures with devising the recommendations, all of which he accepted and endorsed.

The committee, of which Teamsters' General President Fitzsimmons is a member, submitted its recommendations in May after studying ways to hasten utility plant construction and the conversion of oil and gas-fired plants to use of coal as a fuel source.

The recommendations would hasten construction of power facilities, increase energy output, and create jobs.

Secretary of Labor John Dunlop told reporters the proposals could result in a tax break for utilities in fiscal year 1976 of between $500 million and $1 billion if enacted. Members of the committee planned to personally carry the proposals to Congress.

In its report, the committee lamented the deferral or cancellation of utility construction projects and said this "may be expected to result in future energy shortages and serious restrictions to economic expansion." By the end of 1974, the report said, utilities had postponed or canceled the building of 106 nuclear power plants and 129 coal-fired plants. This "jeopardizes our national objective of lesser dependence on imported oil, threatens economic growth and is likely to counter efforts to reduce high unemployment."

Key committee recommendations, aimed at countering this threat, included:

- Granting a 12 per cent investment tax credit to utilities for an indefinite period, with application of the credit to work already in progress. Congress recently boosted the tax credit for utilities to 10 per cent from four per cent for a two-year period, but the committee said this did not go far enough.
- A legislative provision that allows electric utility companies whose dividends are being reinvested in new issue common stock of the company to have taxes deferred.
- Extension beyond the scheduled December 31 expiration date of a program for five-year fast tax writeoffs of pollution control facilities. In addition, Ford and the committee recommended the same favored tax treatment be granted for the expense of converting power plants to the use of coal.
- A plan to "stretch out, as necessary, present environmental restrictions on energy production and use to reduce energy consumption and facilitate expansion of domestic energy output."
- Depreciation for tax purposes on utility construction spending as it occurs, provided such costs are included in a utility's rate base.
- Extension of the Price-Anderson nuclear indemnity coverage act.
- A call for federal efforts to encourage greater use of coal and nuclear energy by utilities, and
- Establishment of a small federal tax force of experts "to serve as trouble-shooters, to discover the impediments to the completion of electric utility plants and to take steps to relieve the particular situation wherever possible."

Ford said he would move promptly to create such a task force and declared, "In view of the long lead time on construction, completion of plants now in advanced stages of planning or under construction must have top priority."

The group recommended a thorough study and evaluation of "new and innovative rate schemes, such as peak load pricing and rates designed to foster conservation."

"Having carefully reviewed these recommendations," Ford said, "I accept and endorse them because they can make a significant contribution in reducing the nation's dependence on oil imports and in conserving scarce natural gas supplies.

"Additionally, an expansion in electric utility construction and production will provide solid, long-range employment which will be highly beneficial to the country. An increase in electric utility capacity will also contribute significantly to economic expansion."

More energy and jobs are direly needed in this country. The committee's proposals, if adopted by Congress, may be an important step in that direction.

Death Takes Don Taber

Donald R. Taber, long-time business agent for Local 299 in Detroit who also served as the local's recording secretary, died recently after a three-year illness.

Taber first joined the Teamsters in 1947. He had served as a union steward before being elected to office.

Taber's field of expertise was in carhaul where he served on the joint-labor management committee of the National Automobile Transporters Grievance Panel.

● In Massachusetts

A majority of workers employed at the Trimount Bituminous Products Co., a quary and asphalt plant in Ashland, Mass., voted for representation by Teamster Local 170 of Worcester, Mass., recently.

Ernest Tusino, Local 170 business agent, said 18 workers were eligible to vote in the ballot conducted by the National Labor Relations Board. The count was 10 to 7 in favor of the union.

Campaign Reform

Can the FEC Curb Clandestine Politics By Concocting Rules in Closed Rooms?

THE FEDERAL Election Commission, established by Congress under the 1974 Campaign Reform Act to police election financing in the wake of Watergate, finally began operation April 15, when its members were confirmed.

One of its first moves in early July was a 4 to 2 vote by Commission members to conduct some of its business in closed sessions.

The move came as the Commission began debate on whether the Republican and Democratic national committees could accept free services from cities holding national party conventions.

"If this Commission at this early stage votes to close its sessions, it will be interpreted quite correctly for what it is," Chairman Thomas Curtis said, voting for open sessions. "This Commission doesn't want to act in the sunshine."

The Commission's decision to conduct secret sessions closed debate and voting on advisory opinions the FEC will issue on matters such as the convention financing problem. It banned the news media and public from meetings where the Commission decided critical questions affecting the new campaign finance law. Decisions will be made public after the Commission acts, the group said.

The action brought quick response from Congress. "I hope there will be no further closed-door or secret meetings on the part of the Federal Election Commission," Senate Democratic Leader Mike Mansfield said. If there are, the Montana senator said he will offer an amendment to the law "seeking to forbid such events and making open meetings mandatory."

Before confirmation in April, the nominees sang a different tune. They said then that part of their job was restoring public confidence in the political system. "This is a chance to regain credibility and make politics respectable," Neil Staebler, a member who voted to close the hearings later, said then. The bipartisan (3 Democrats, 3 Republicans) committee has already chosen to ignore that goal, it seems.

The Commission now is drafting regulations governing presidential campaign spending, fund-raising, and the presidential primary matching grants. By law, the Democratic and Republican parties could begin receiving federal money for their 1976 nominating conventions after July 1. The Commission was supposed to have developed rules to cover that by then (they were still working on them in August).

Private Ponderings

Two of the first rulings to come from the Commission after its secrecy vote were on funding of convention sites for the 1976 elections and on the status of telethons as campaign contributions.

In its first ruling, the Commission said that loans to pay the cost of an upcoming Democratic fund raising telethon would be considered contributions subject to the Campaign Reform Act of 1974, which imposes a $25,000 ceiling on the amount that an individual can contribute yearly.

The ruling prohibits the Democrats from raising money to pay for television time with a few large loans which would have been repaid from telethon proceeds. They must instead finance the program with small private donations.

In its second decision, the Commission ruled that national political conventions cannot accept free services from private industry beyond what those corporations would offer any other gathering. That means that the free automobiles, buses, beer, soft drinks, complimentary hotel suites, free meeting facilities, security services and other gratuities usually in plentiful supply at past presidential nominating conventions may be missing in 1976.

The Commission ruled that the parties *can* accept free services from state and municipal governments, although it specifically warned against using them as conduits for corporate donations.

That ruling may determine whether the Democrats choose Los Angeles over New York City as their convention site. Madison Square Garden is privately owned and therefore couldn't be offered rent-free unless the state paid for its use; the L.A. site is publicly owned and could be made available without charge.

The Republicans have no problem. All their potential sites—Los Angeles, Miami Beach, Cleveland, New Orleans, and San Francisco—have publicly owned facilities.

More decisions will be forthcoming. Whether they become open and aboveboard or stay shrouded in secrecy will depend on the Commission and Congress . . . but current status certainly doesn't give it the appearance of the non-partisan, incorruptible agency it was designed to be.

Teamsters Tops In Balloting Last March

Teamsters Union affiliates led the parade in single-union election activity and success last March, according to the National Labor Relations Board.

Teamster organizations participated in 174 of the total of 524 single-union ballots in March, better than 33 per cent, and won 76 of the total of 257 such elections won by all unions in the nation, or 30 per cent.

Of the 8,105 workers eligible to vote in units won by all unions in the single-union voting, some 1,117—or nearly 14 per cent—chose Teamster representation.

Counting multi-union elections, Teamster organizations won a total of 82 elections last March and gained nearly 1,600 members.

SAFETY & HEALTH

Noise Hearings

OSHA/Industry Forces Battle EPA & Labor In Winner-Take-All Bout on Noise Standard

WHEN IT COMES down to it, are profits or the workers who provide those profits more important to management? That was the crux of the problem posed when the Occupational Safety & Health Administration defended its proposed industrial noise standards in open Labor Department hearings in June and July.

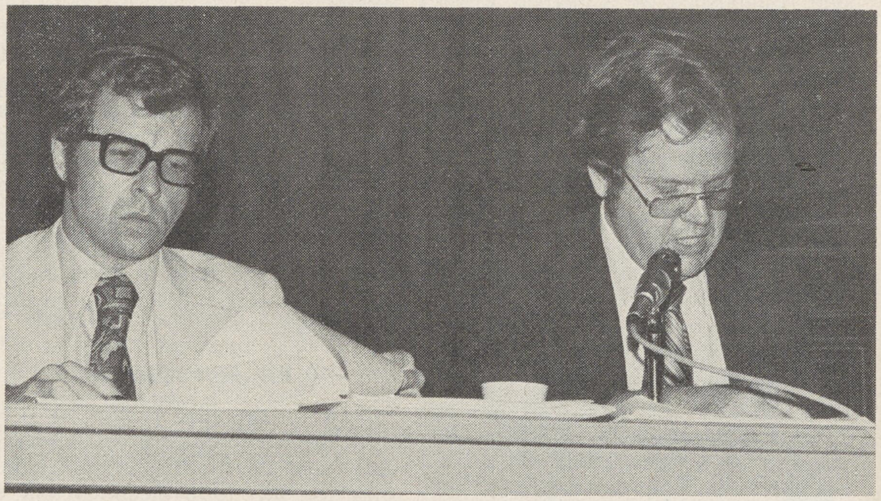
The hearings had a strong act to follow. In a recent Chamber of Commerce speech, President Ford had said: "Is it worth $30 billion per year to reduce the level of workplace noise by five decibels?" With this type of misinformation and opposition, it's questionable how successful any hearings could be.

They were held anyway. Once they got underway, charges flew. Labor quickly pointed out that $30 billion was the total one-time cost of implementing the 85 decibel noise level, not a yearly charge.

An OSHA study had concluded that an 85 decibel limit would cost industry $31 billion, while a 90 decibel rule would cost $13 billion. An Environmental Protection Agency study has indicated, however, that the cost of an 85 decible exposure limit would be $11.75 billion.

Secondly, the pro-worker factions noted, a five-decibel noise reduction is no irrelevant matter. It can mean a 50 per cent reduction in workplace noise levels—and the difference between whether workers can hear their children, enjoy music, be alert for occupational hazards from machinery, watch TV or listen to a speech.

Organized labor accused American industry and the administration of putting implementation costs above workers' health. "We have heard OSHA's own medical witnesses testify that, from a medical standpoint, a limit of 85dB(A) is preferable to one of 90dB(A), and that approximately twice as many workers will be at risk at 90dB(A) as at 85dB(A)," Teamsters Occupational Safety & Health Director R. V. Durham testified, on behalf of General President Frank Fitzsimmons.



Teamster lawyer Roland Wilder (left) follows text as Dr. L. H. Royster (right) testifies on OSHA noise standards at Labor Dept. hearings.

"Workers have accepted the most easily perceived effects of noise—deafness, increased danger of injury and psychological stress—as a condition of employment," United Rubber Workers President Peter Bommarito acknowledged. "Changes in the expectations of workers, however, have brought a clear demand that this kind of subsidy of the cost of production be ended."

"Environmental blackmail," United Steelworkers President I. W. Abel charged, taking issue with arguments raised by industry representatives and the administration that even minimum noise standards would be inflationary and create more unemployment.

"Their sole consideration in setting a noise standard is its dollar cost, and its value in preventing occupational injuries or illnesses among working people is of secondary concern." OSHA "has chosen an exposure limit that will allow a large number of workers to suffer substantial hearing loss from occupational noise exposure during their working lives. This is an irresponsible and immoral decision," Abel declared.

President Leonard Woodcock of the United Auto Workers had more to say. Noise "is probably the most pervasive of the many job hazards which our members face today. We must put human health and safety before profits." He also noted that several European countries have adopted 85-decibel standards including Germany, Sweden and Austria. "The plants there are moving to meet these standards. Why must American workers be second class citizens in the international world of work?"

That so many union leaders agreed on the need for a strong standard is symbolic of the urgent need they feel to protect their members from this common workplace hazard.

What is the controversy about? OSHA issued proposed occupational noise standards in October, 1974. The Environmental Protection Agency, the Teamsters, and other trade unions quickly objected to the 90 decibel noise level set—and requested a hearing.

When testimony was finally heard last month, labor and the EPA aired their views, with statistics to back them up. At issue was whether workday noise levels should be set at 90 decibels as OSHA, industry and the Administration want, or at 85 decibels as labor and the Environmental Protection Agency advocate.

Ninety decibels is about the noise level in a subway station, while 85 decibels is the noise level of a busy city street corner. More than 170 witnesses spoke during the hearings.

The Teamsters' Durham noted in his remarks that the International fully supports OSHA's proposal to use engineering controls as the primary means of reducing worker exposure to noise. However, Durham emphasized, the International stands firmly opposed to the 90 decibel level sought.

"Engineering solutions may, in some plants in some industries, and in many plants in a few industries, take several years to obtain," Durham allowed. He asked that enforcement procedures recognize these industry differences in order to obtain the greatest amount of protection for the largest number of employees in the shortest time. But, he added, "it is our firm belief that any noise standard must adequately protect the employee from material impairment of health or functional capacity."

At the hearings, Dr. L. H. Royster, advisor to the N.C. Department of Labor on noise regulations and noise testing training programs, also testified on the Teamsters' behalf. He presented in-depth documentation for the position the International took, as summarized by Durham in his remarks.

The International's position calls for: 1) an 85 decibel level, mandated in standards now, rather than at some later time; 2) a sufficient start-up time span to allow industry to come into compliance with the law, as long as each firm shows it is making continual improvements in controlling jobsite noise; 3) use of engineering mechanisms to reduce noise when feasible (workers shouldn't have to use earplugs and earmuffs for the next 20 years to comply with the law, Durham emphasized); 4) utilization of ear protection as the best available solution to noise until the earliest possible time that engineering controls can solve the problem; 5) monitoring of those firms utilizing ear protections to make sure they come up with satisfactory solutions through engineering controls within a specified time span; and 6) a requirement that firms keep adequate records on their hearing conservation programs to enable reviewers to detect a worker's hearing loss before it becomes too severe.

The Teamsters also called for regular audiometric testing of employees and an arrangement to protect workers' pay and seniority, who are unable to wear ear protection for valid medical or psychological reasons until other solutions to the noise problem are found.

The forces united against noise have cause for concern. Medical evidence has shown that at 90 decibels, 29 of every 100 employees will experience a significant hearing loss before they have completed a working lifetime—twice as many as at 85 decibels. At 85 decibels, only 14 or 15 of every 100 employees would face hearing injury.

The Teamsters especially are concerned about the outcome of these proceedings. The International is well aware that they may later influence Dept. of Transportation modifications of in-cab noise level standards, which it seeks to have set low enough to adequately protect its members' hearing on the job.

As usual, most loudspoken against the proposed level of 85 decibels were such anti-union forces as the American Textile Manufacturers Institute, the U.S. Chamber of Commerce, the National Association of Manufacturers, and loudest of all, the E. I. Du Pont de Nemours Co. (they sell earplugs).

So, the forces are lined up on opposite sides of the fence. Whether big business money considerations or the worker's health and safety wins out remains to be seen. But OSHA, which is charged with protecting the worker's health above all, has been shown the evidence. Those five little decibels can seriously injure the worker's hearing and earning potential, in addition to giving him a lifelong handicap.

Labor Department Secretary John Dunlop will make the final decision in the next few weeks. The ball is now in OSHA's court.

Staying Alive

Survival Rules Offered For Deep Water Driving

MOTORISTS unlucky enough to suddenly find their auto careening into deep water have a good chance to survive if they follow a set of simple rules.

Advice from the Canada Safety Council (CSC) starts with the little-known fact that a car floats for a short time in a near horizontal position after hitting the water—no matter how it hits the water.

Float time varies with the type of car. It may amount to a few seconds or as long as three or four minutes after which the vehicle sinks vertically, engine end first.

CSC rules for escape are:

—Car passengers should release safety belts immediately after hitting the water.

—Next, open the door windows, movable roof (if any), and/or the back window. Leave the car via the best route as quickly as possible. During the float period it is difficult to open car doors because of water pressure from the outside.

—If it is impossible for some reason to leave the car while floating, the car doors usually can be opened underwater because outside pressure of the water has been equalized.

—If the car is damaged so that none of these ways of escape can be taken, use the feet or shoulders to remove the front or back window by pushing out. *This can be done by pushing at the corners.*

—Finally, when a car sinks in water, outside and inside lights should be switched on if possible. This lessens confusion in the vehicle and makes location from above easier.

● Responsibility

The U.S. Department of Labor, created by Congress in March, 1913, is charged with administering and enforcing statutes designed to advance the public interest by promoting the welfare of the wage earners of the United States, improving their working conditions and advancing their opportunities for profitable employment.

Trucks, Songs, Teamsters & Talk Giving Folks a Taste of Trucking

"KEEP ON TRUCKIN' " became more than a popular slogan in July as almost one million visitors to the nation's capital toured the trucking exhibition in the Working Americans section of this year's Folklife Festival.

The Smithsonian Institution's ninth annual Festival of American Folklife was held on the 50-acre mall between the Lincoln Memorial and the Washington Monument in Washington, D.C. June 25-29 and July 2-6.

The festival itself is a celebration of traditional American folk culture, a kaleidoscope of exhibits and demonstrations tracing the roots and present day forms of the nation's diverse cultures. Every year, different segments of our culture are spotlighted, centering on Working Americans, Regional Americans, Native Americans and Ethnic Americans.

This year, the Working Americans section featured the skills and lore found within the work days and nights of transportation workers—truck drivers, railroad workers, seafarers, air traffic controllers, and auto, aircraft and ship assembly workers.

Members of Teamster Local 639, employed by Associated Transport in Landover, Md., were on hand throughout the two week show to demonstrate their occupational skills in the trucking industry to festival visitors.

To do this, an entire terminal operation for bulk freight shipping had been set up, complete with loading dock, warehousemen to load and unload trucks, people to operate the computerized terminal printer, and over-the-road drivers to answer visitors' questions about the life of the long-haul driver and his rig.

Several trucks dotted the exhibit site, and children and adults alike were invited to climb aboard and imagine for themselves what driving the open road for a living is like.

In addition to a rig for visitors to explore, a 52-foot-long tractor-trailer tandem rig and another tractor-trailer truck were backed up to the terminal dock to show visitors the loading operation in action. Destination placards were fixed inside the rigs to show festival-goers how the loading crew knows where the trucks are headed.

The shipment being loaded prompted many queries from the audience. Sitting on the loading dock were cases of freight, ready to be put aboard the trailer.

An older Associated Transport truck, which pulled its first trip from Burlington, N.C. to New York City in 1930 with a load of cloth gave visitors an idea of how much trucks have changed over the years.

A special attraction for those attending the festival was the Washington, D.C. Area Truck Roadeo, which was presented by the D.C. Area Trucking Association during the show. More than 40 drivers participated in the two-day event, most of them Teamsters.

To enter, a driver had to have one accident-free year of driving, and pass a written exam testing his knowledge of safe driving rules, first aid, fire fighting, and the industry in general. Each underwent an interview to evaluate his attitude toward his work and participated in a pre-trip inspection where he had to spot "bugs" in a purposely defective truck.

Finally the contestant competed against other drivers in one of five equipment classes: Straight truck (city delivery), three-axle truck, four-axle truck, five-axle truck and five-axle tank truck. Each driver put his rig through a driving course that simulated six problems he might encounter in his workaday world.

The top five winners now head for the national competition to be held in Indianapolis, Ind., August 21-23.

Winners included: Les Beall, a driver for Safeway Stores, in the straight truck class; Eddie E. Roberts, another Safeway driver, first in the three-axle tractor semi-trailer class; George T. McNeel, Giant Food, winner of the four-axle semi class; George Compton Jr., also of Giant Food, five-axle semi class winner; and Reginald Bobbitt, a driver for O'Boyle Tank Lines, Inc., who won the five-axle tractor-tank semi-trailer class. Safeway and Giant winners were all Local 639 members. Bobbitt, the O'Boyle driver, is a member of Teamster Local 922.

Back at the festival grounds, Associated's drivers and staff gave visitors a realistic exhibition of what truckers do to make their living. Through tours on the loading dock, trips inside the trailers being loaded, chances to examine the truck cabs, song fests where truckers' songs entertained the audiences, and rap sessions which ran the subject gamut from safety, working conditions and speed limits to whether a girl could become a truck driver, truckers became more than just faceless blurs whizzing by on the highways.

Both the uniformed Teamster members and the three staff representatives (Rod Whitney and Fred Reede from Associated and Al Klineburger from Preston Trucking) fielded questions at other times. The audience got some straight talk on what trucking is really like from those who know it best.

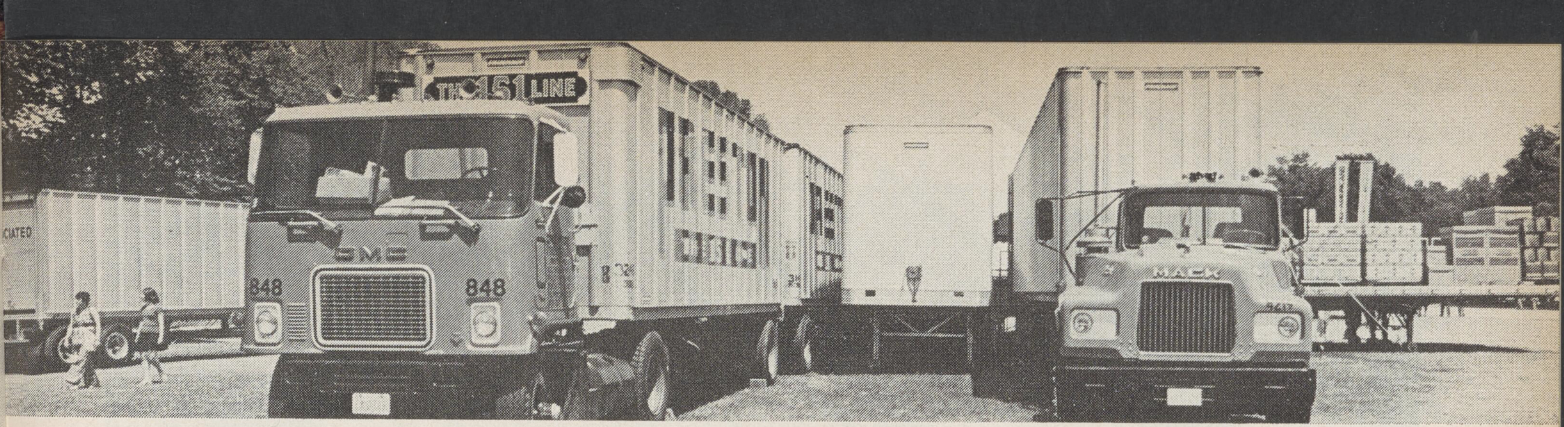
Visitors were entertained with a demonstration of the terminal computer used to keep track of all shipments and deliveries. The machine had been programmed to take a visitor's name and date of birth and produce a feedout with name, date, age, a calendar of the date of birth, and specified statistics.

For example, "If you are an average person, whose birthday is February 8, 1948," the machine typed, "you have spent your life as follows: At sleep: 09 years, 01 months, 18 days; At work: 05 years, 01 month, 03 days; At leisure: 13 years, 02 months, 02 days; You will be 65 years old on February 08, 2013, which is 37 years, 07 months, and 06 days from today. Good luck."

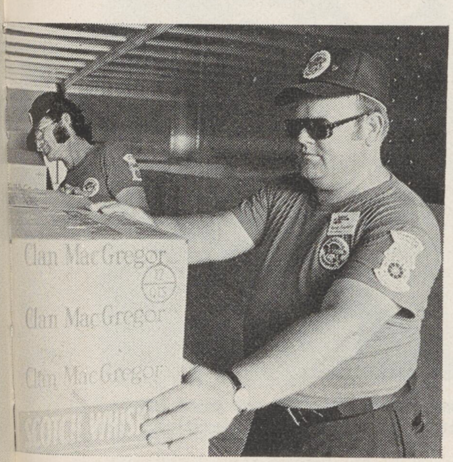
It may not have made some people's day but it was fun to watch.

In all, five groups exhibited their skills in the Working Americans area. Visitors were invited to participate in three demonstration areas. There was the simulated work site and the area for telling stories, jokes and personal experiences that expressed the lore and tradition of transportation, along with the songs and music of transportation. The final area was a learning center where photos depicted the job skills required of the various careers. Videotapes and recordings taken on the job also were displayed. Visitors couldn't help but leave the area with a greater understanding of how people and goods get where they are supposed to go.

"Keep on Truckin' "—After a visit to the Working Americans exhibits and the Teamsters/Associated display in particular, many young showgoers may have been tempted to do just that!

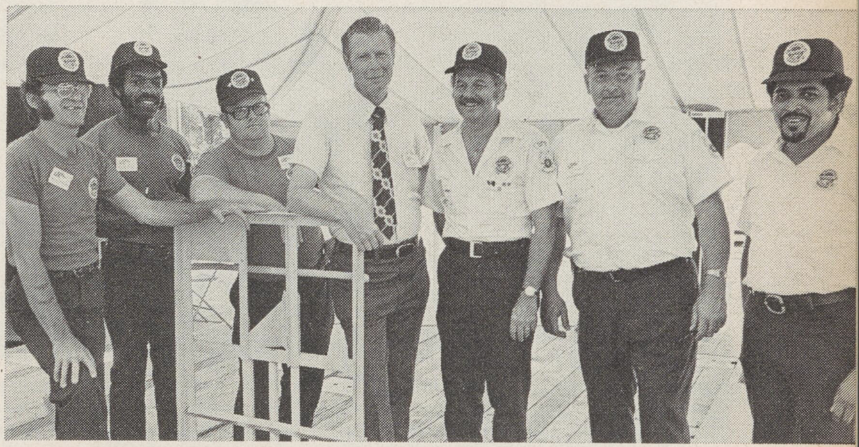


Trucks covered the Mall as the '75 Folklife Festival got under way.

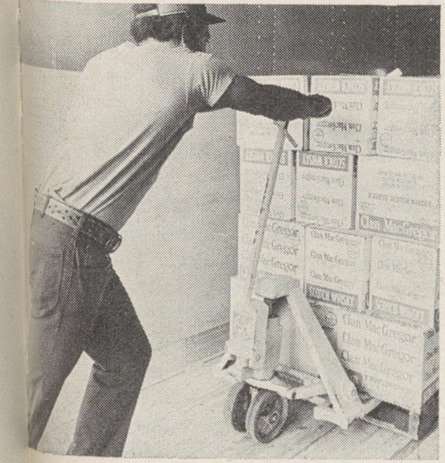


Teamsters Norman McNabb and Randy Saunders check freight (above) as Donald Mizell loads another skid (below).

TRUCK TRANSPORTATION

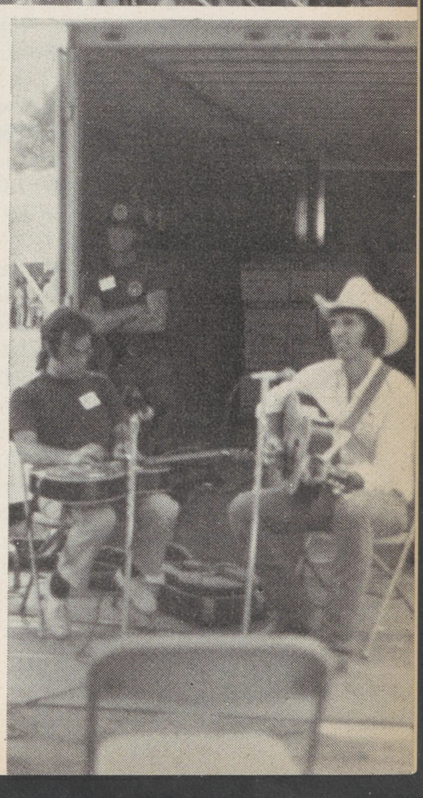


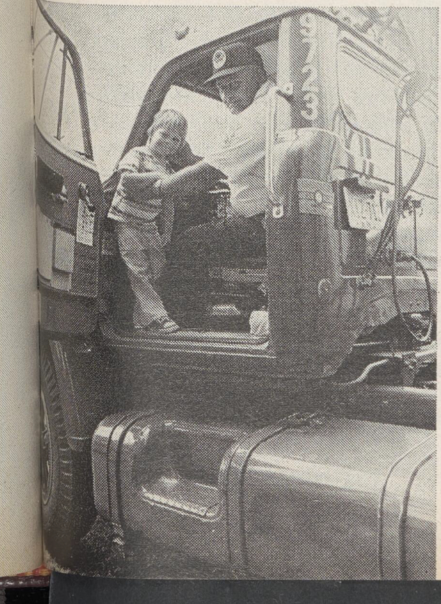
The Folklife crew from left included: Norman McNabb, Donald Mizell, and Randy Saunders (Associated local drivers); Fred Reede, Associated's Staff Asst. to the Vice President of Transportation; and John R. Hughes, Gordon Randall and Russell Washington, over-the-road men. Rod Whitney (Associated management) and Al Klineburger (Preston) both manned the dock area throughout the Festival, but missed this photo.

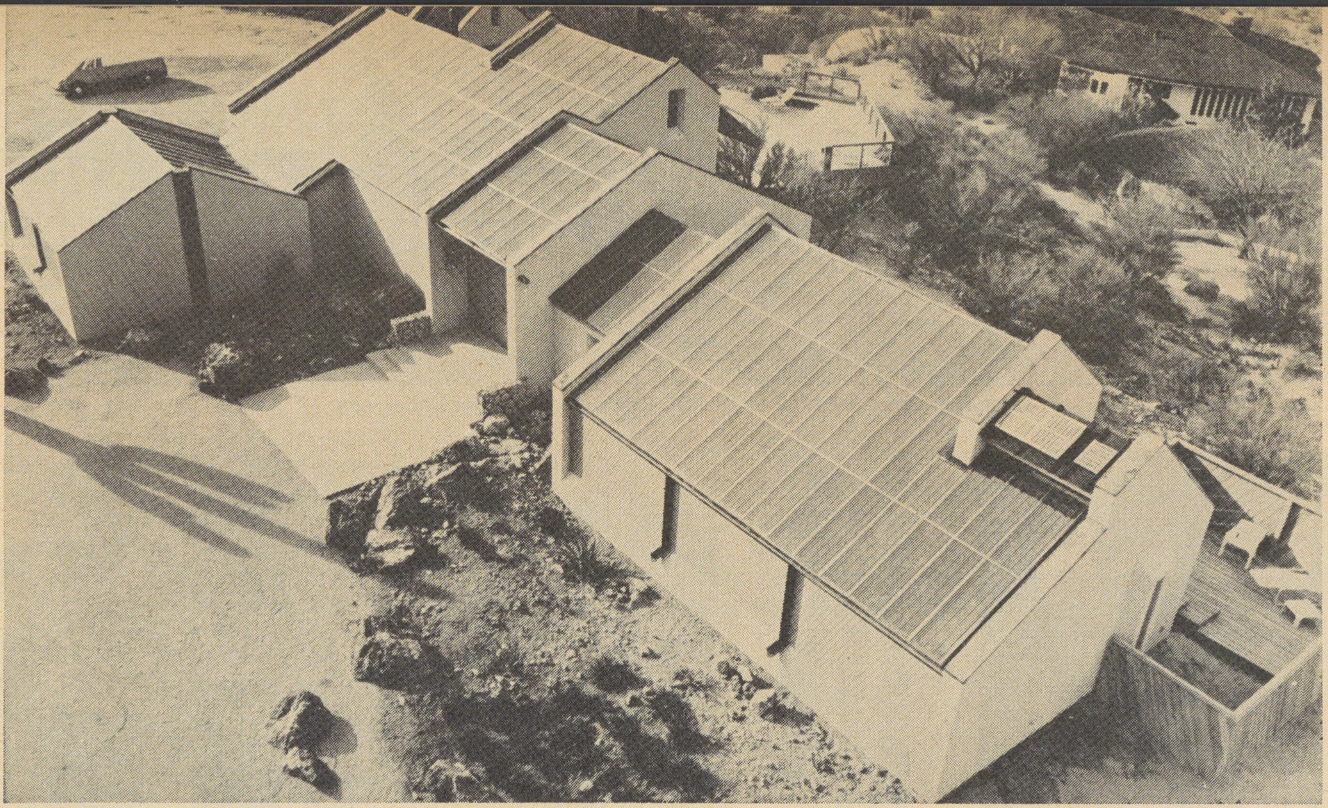


Below, a newcomer checks the cab with oldtimer Randall.

Scenes from the 2-week show. At right is a view of the songfest/talk session. Below you see trucks old and new as Driver Washington answers a visitor's question.







The Decade 80 Solar Home in Tucson, Ariz. may be the trailblazer for future solar communities. It's 100 per cent heated and 75 per cent cooled by the sun's rays, with many of the electrical appliances operated by low-voltage electricity the house's solar power produces. (Built by Copper Development Association.)

SOLAR POWER

Leading the Way to a Brighter Tomorrow

AS AMERICA searches for ways to conserve energy and finds new applications for existing energy resources, geothermal power, wind power, tidal power and every other conceivable method of creating usable energy are being probed. One natural resource, however, shines brighter than all the others—SOLAR ENERGY.

The sun, ageless in the skies, has been deified by the Greeks and immortalized by poets. Two centuries before Christ, Archimedes reputedly destroyed an attacking Roman fleet by reflecting the sun's heat from mirrors, burning their sails.

While Galileo was exploring the sun's surface with a special telescope, a Frenchman, Salomon de Caus, was pumping water with a solar engine. A solar-steam engine was the hit of the 1878 Paris World Exposition and spawned a generation of small-scale, practical devices from Egypt to California.

But new ideas, even very good ones, need momentum to succeed. The Egyptian solar-steam engine was abandoned after a labor dispute. Mechanical failures in other devices were not corrected in later models. Most important, cheap and seemingly inexhaustible oil and gas began to fuel the developing industrial revolution.

Now, a new wave of solar consciousness is rising. Pressed by the need for an ever-present, non-polluting, clean, inexhaustible energy source, scientists and inventors have turned their attention to the sun.

Solar energy has become the brightest light on the resources horizon, and the super-star darling of the research and development people, both in private industry and government.

Applications from heating a swimming pool, to total climate control of the home, to operating television and radio sets, to powering a radio repeater station (as the U.S. Weather Service (NOAA) and Solerex Corp. are doing experimentally), are already in the works. Handling sewage systems, running entire cities, and establishing solar farms and satellites to provide large scale electricity for man's needs—"why not," say the designers readying ideas.

Whether the newest rush for the sun fizzles again or whether solar collectors—the basic heat absorption unit of solar energy systems—become common on or beside our homes, schools, office buildings and other structures depends a great deal on the energy policies the federal government pursues in the next few months and on the costs of oil, coal and natural gas.

Many countries have been faster than the U.S. in adopting solar energy into their daily life. Through "Project Sunshine," the Japanese government is encouraging development of large-scale, centralized solar electrical-generation facilities and the use of solar-produced hydrogen as a fuel, in one of the most ambitious programs. Solar water heaters are already mass produced there and have heated the bath water of the Japanese for years.

Harnessing the sun's rays to heat man's habitat is no longer a "someday" proposition. The technology exists now.

Solar energy projects are springing up from snowy Vermont to arid New Mexico. Prototype residential solar homes dot the country. Apartment complexes, office buildings, and sewage treatment facilities are all being planned, constructed, or in use.

The National Science Foundation has already financed four demonstration projects at schools in Boston, Minneapolis, Timonium, Md., and Warrenton, Va. All four were retro-fitted with solar collectors for heating. NSF also financed a contract for a 12-year-old school in Atlanta which is heated and cooled by solar energy. The system provides 60 per cent of the energy needed by the school building's domestic water supply, absorption air-conditioning system and hot water heating system.

Solar energy systems capable of meeting 100 per cent of a house's energy needs are being explored successfully, but mostly in warmer areas such as the southwest. In New Mexico, for example, the state has authorized funds for a variety of solar energy projects. Some 30 solar buildings (mostly private houses) are now operating, including the oldest continuously-used solar home in Santa Fe, and the first solar heated office building, in Albuquerque.

On-going research and development ranges from Sandia Labs' solar/wind project which includes designing a solar-powered community, to Los Alamos Scientific Laboratory's standardized structurally integrated modular collector, to lean-to greenhouses for supplementary home heat and winter gardening, to White Sands Missile Range's solar furnace, to Sohio Oil Company's solar ponds for sun-heating water to process uranium, to the NASA computer library at the University of New Mexico, the country's major energy-information center.

Because New Mexico is usually cloudless and no area of the state receives less than 70 per cent of the possible sunshine year-round, it is an ideal location for research.

Under construction now on New Mexico State University's campus is what is said to be the largest building of its kind in the nation to be both solar heated and cooled. Costing $1.5 million, the building will house the New Mexico Department of Agriculture. On the roof will be 7,000 square feet of solar collectors, with thermal storage capacity to provide heating and cooling for three days if necessary. And this is just one area in the nation where research is underway.

In Tucson, Ariz., a "Decade 80 Solar Home" which is 75 per cent cooled and 100 per cent heated by the sun, was recently constructed. Designed for residential use, it will be sold after developers monitor how it functions.

While new, solar energy does have its drawbacks. Solar collectors won't work during cloudy, snowy or rainy weather, usually making an auxiliary system necessary.

Installing the collectors on a house's rooftop or in the yard, and shoring the beams and roof to support the system's weight are part of its cost and can be unsightly.

Solar collectors aren't inexpensive. The collectors available today cost $6 to $25 per square foot, mostly in the higher range for small orders, and the durability of the surfaces has yet to be established for most collectors. It can cost anywhere from $3,500 up to have the job done.

Finally, tapping the sun's energy isn't a perfect technique, yet. The consumer needs to use caution when selecting his contractor to install the system.

The main advantage of solar heating, of course, is that it is a free resource. (One Southern California utility did approach the Federal Power Commission a couple of years ago to ask if it could secure rights to sunlight in that state.)

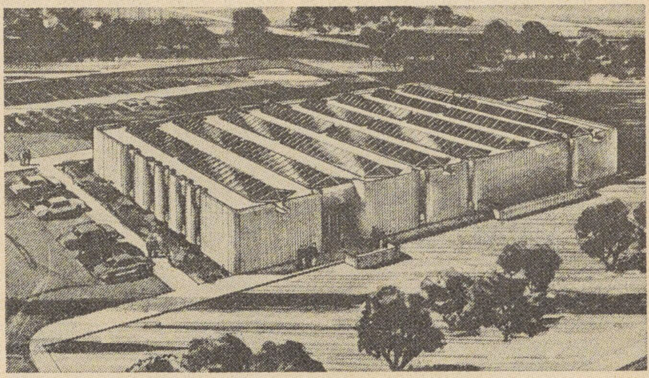
The equipment used to capture and store heat from the sun need not be sophisticated. Some solar collectors consist of a blackened sheet of metal covered with glass.

The equipment available, however, continues to improve. One company is experimenting with a strong flexible mylar screen to replace the glass collector panels in current use. Corning is working on an improved glass tube to collect the sun's rays.

Many universities across the country now offer seminars and courses for potential builders and contractors of solar houses. Solar collectors for a variety of purposes are now available for purchase as a do-it-yourself kit. You may even be able to devise your own system.

Man has realized for centuries that a blackened surface would absorb more heat than any other. Basically, a solar collector is a shallow box with a glass (or transparent plastic) top and a bottom of blackened metal, which absorbs solar radiation. Temperatures within the unit can rise to 200 or more degrees, depending on such conditions as the intensity and angle of the sun's rays and the efficiency with which the metal absorbs the radiation.

Tubes running through the enclosed area carry water or some other liquid which is heated in passing, then goes into an insulated storage tank from which it can be drawn as needed. A properly designed storage system will retain heat for days for use during periods of darkness and heavy cloud cover.



This building on the New Mexico State University campus will house the N.M. Dept. of Agriculture, beginning in October, 1975. It's both solar heated and cooled.

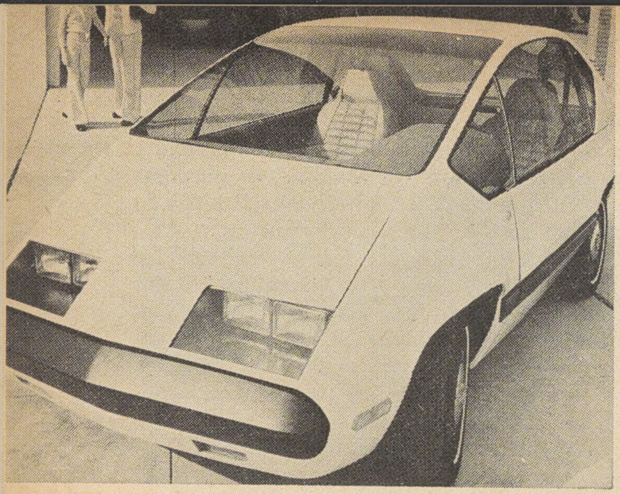
A building can be heated or cooled by tapping the system. The system obviously isn't self-contained. A pump to move the water through the collector needs an outside source of power as does the fan to circulate the air. And an auxiliary heating system powered by conventional fuel supplies is needed when all stored heat is dissipated.

The creation of solar electricity is a more complicated matter. This requires the use of parabolic mirrors to produce very hot steam that in turn drives a turbine generator —or the use of solar cells that convert sunlight directly to electricity.

At present, both techniques are relatively inefficient and extremely expensive when compared with conventional means of generating electric power. But many energy experts think that effective use of solar heating, combined with energy conservation, can reduce a household's needs for electricity to such low levels that the solar generation of electric power may be unnecessary for decades.

The National Science Foundation estimates that if solar heating and cooling were built into every new home and single-story commercial building from now on, solar energy could meet 4.5 per cent of the nation's total needs by the year 2000 and 8 per cent by 2020.

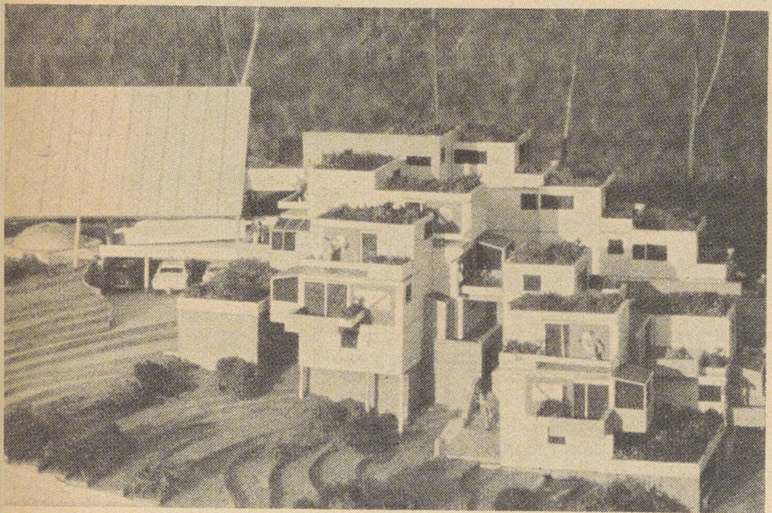
Dr. Peter E. Glaser, vice president-engineering at Arthur D. Little, and one of the world's leading experts on solar energy, notes that if it provides one per cent of the nation's energy needs by 1983, "this would conserve approximately 100 million barrels of oil per year."



A Look Into The Future

Research on electric cars and trucks as energy savers is being considered by ERDA and Congress. This prototype built by the Copper Development Assn. goes from 75 to 120 miles between battery recharges. Someday one may be in the garage of every solar home.

The apartment complex of the future may look like this scale model of a 10-unit solar-run condominium complex being designed for construction in snowy Vermont by Dubin-Mindell-Bloome Associates of N.Y.



Obviously, an increasingly significant portion of oil consumed in this country—consumption now tops 6.2 billion barrels annually—could be saved as the solar energy percentage rose. And not just oil can be saved. Solar Energy Industries Association President Dr. Sheldon H. Butt, Arthur D. Little, and many others in the field, have prepared analyses on how much electricity can be saved when solar units are used as a supplemental energy source. Each study shows potential savings for consumers and utilities.

As Virginia Knauer, the President's Special Assistant for Consumer Affairs, told delegates to Solar Industry EXPO '75 in Washington in May:

"In terms of gas, I noticed one response to the ERDA report which said as follows:

'Between now and 1980, if five per cent (of all) new residences were adapted to solar, we could conserve about 56 billion cubic feet of natural gas per year by 1980. However, five per cent per annum of existing and new home adaptation would result in savings of about 2½ trillion cubic feet per annum by 1980, or an approximate 8-10 per cent reduction in total natural gas utilization by the U.S. in the first five years!' So the potential savings are rather dramatic."

The experts don't stop with homes and buildings, however. Farther down the road they envision "solar farms"—huge areas covered with solar collectors. They would yield heat to power steam-turbine generators which would produce enough electricity to serve large numbers of people.

Researchers even envision a day when solar power stations will be placed in fixed orbit 22,000 miles above the earth in permanent sunshine. Solar-cell arrays would convert the sun's rays to electricity via the same process that Bell Telephone's engineers pioneered in 1954 when they developed the first solar cell for practical use. The electricity would then be transformed into microwave energy, which would be sent to receiving stations on earth and converted back to electricity.

The Grumman Aerospace Corp., Arthur D. Little, the Spectrolab division of Textron, Inc., and Raytheon Co. are working jointly on such a project. Grumman estimates that a solar power station would be two and a half by seven miles in size and weigh 20 million pounds.

Most experts in the field agree that increased use of solar energy is inevitable as fossil fuels become more costly and reserves become depleted.

But technological innovation alone will not be enough to assure development of a solar age. Past solar achievements have been eclipsed by economic, not technical problems, and current planning must take into account the requirements for commercial success.

Some manufacturers are backing their beliefs with bucks. International Solarthermics Corporation of Nederland, Colo., is licensing manufacturers to build a toolshed-sized solar furnace that produces hot air for space heating at an installed cost of about $4,500. In Pittsburgh, PPG Industries is fabricating flat-plate solar collectors for $30,000-to-$50,000 homes being built in Columbus, Ohio. The extra cost per home runs from $4,000 to $6,000.

Solar energy will work and it appears to be the heating source of the future. But will this potential be reached? Will solar energy be a boom or a bust?

As Virginia Knauer said at SEIA's Solar EXPO, "To answer that question depends to a great extent upon what develops in four main categories: state and Federal government participation; institutional roadblocks; consumer confidence; and the integrity of solar energy manufacturers."

Asked how the government could spur further advancements in solar energy development, SEIA President Butt said that the government should demonstrate solar heating and cooling devices, provide tax incentives to offset the high cost of installing such products and enact laws to safeguard the "sun rights" of those who install solar devices.

The government already has two bills legislating solar energy policy. The first—the Solar Energy Heating and Cooling Demonstration Act—authorizes research outlays of $50 million over the next five years. The other law is the much bigger Solar Energy Research, Development and Demonstration Act of 1974, which authorizes $1 billion over the next five years on projects ranging from basic research to the development of big solar powerplants in the deserts of the southwest. All of the programs operate out of ERDA, the Energy Research and Development Administration, which oversees solar energy's progress.

The total solar energy budget for 1975 approached $20 million. The total expected to be budgeted for 1976 comes close to $200 million.

Obviously, solar energy utilization could solve many of our energy worries. Whether the era of solar energy dawns and becomes a shining reality or fades like the sunset will depend on what happens now.

LEGISLATIVE REPORT

Passage Urged

Should Construction Unions Have Situs Picketing Rights?

LABOR WAS first organized to give individuals strength against unfair company policies and conditions through unity. Today, a maze of labor laws governs, regulates and sometimes infringes on that noble goal.

One such legal lapse is the rule which prohibits construction unions from engaging in secondary boycotts (situs picketing) on the job site.

The 94th Congress is attempting to correct that injustice. The House Education and Labor Committee voted 31 to 7 in July to send a bill permitting secondary boycotts on to the House Rules Committee and House Floor for consideration. The Senate is considering similar legislation.

Under the House measure, HR5900, workers could picket an employer at a construction site who is not involved in a labor dispute. Striking workers could enlist the support of uninvolved tradesmen to discontinue work on the jobsite.

The bill would overturn a 1951 Supreme Court ruling (NLRB v. Denver Building and Construction Trades Council) which prohibited a union from throwing a picket line around a construction site in a strike against one employer if the intent and effect were to keep out workers employed at the site by other subcontractors and contractors. That ruling held that such a shut-down would constitute an illegal secondary boycott under the Taft-Hartley Act of 1947.

The House measure circumvents the Taft-Hartley law by stating that any construction project involving several employers acting as subcontractors would be considered as part of a "joint venture" in effect providing that a strike against one of them is a strike against all the employers represented at the construction site.

Similar bills have died in past years in the House Rules Committee because of strong opposition from business organizations and contractor associations.

Non union construction projects are proliferating, depriving unionized workers of jobs, equitable pay and fair fringe benefits (saving contractors money). Contractor associations are developing schools to teach union contractors how to convert their union operations into legally non-union outfits. Long-established collective bargaining relationships are being eroded. These are among the reasons contractors oppose situs picketing.

Secretary of Labor John T. Dunlop supports HR5900 as long as it contains "essential safeguards" including the enforcement of non-strike clauses in contracts.

Organized labor believes that the secondary boycott right should be granted to construction unions, as it is to manufacturing and office union members.

When a plant's workers have a grievance against their employer, they can ask fellow workers and other businesses dealing with their employer not to cross their picket lines.

If a construction union on a job site has an equitable complaint against a contractor, it doesn't have the right to ask other workers *on the same job site* to join it in protest if they belong to another union or work for another company. Is this fair and equitable treatment under the law?

Situs picketing would not increase strike activity or reduce construction output as business interests stridently proclaim. It **would** give workers legal means to protest unfair conditions, resulting in fewer slowdowns, periods of reduced productivity and wildcat walkouts.

Safeguards against unlawful picketing, wildcat strikes, and violations of no-strike clauses in contracts would remain. Picketing would only be permitted when the methods and objectives were lawful, as in other authorized strike situations.

The time for situs picketing is now. It is time construction unionists received the same treatment as other union members. The Teamsters stand firmly in favor of changing the law now! We support passage of HR5900.

Student Grants Available Through HEW

The U.S. Dept. of Health, Education & Welfare recently advised college students that they may be able to qualify for free federal grants to help pay for the '75-'76 school year.

Under the Education Office's Basic Educational Opportunity Grants program, eligible students can receive $200 to $1,400 grants to meet educational expenses, without repaying the money to the government.

Students who began their post high school education after April 1, 1973 and attend school at least half-time are eligible.

More than 5,000 schools are participating in the program, including vocational, technical, business and nursing schools, colleges and universities.

To apply for a grant, a student must first complete an Application for Determination of Basic Grant Eligibility for the 1975-76 school year. Write Basic Grants, P.O. Box 84, Washington, D.C., 20044, or check with local colleges or libraries to obtain a copy.

Applicants will receive a Student Eligibility Report within four to six weeks telling them whether they have qualified.

When the report is received, it must be submitted to the financial aid officer at the school where the student is enrolling. The financial aid officer will then calculate the amount of the grant.

The grant may cover up to one-half of the total cost of education, including tuition, fees, room and board, books, supplies, and miscellaneous expenses.

LEGISLATIVE REPORT

Housing Bill Signed

Law Opens Market to Buyers; May Spur Construction & Jobs

IN THE MARKET for a new home? If so, the housing bill enacted in July by Congress may help you. The new federal law could save you up to $9,000 in interest payments on a $30,000 home loan over the life of the mortgage, Dan Kearney, president of the Government National Mortgage Association (GNMA) told UPI recently.

Homeowners displaced from their jobs by the recession and prospective buyers eyeing a dilapidated house may also qualify for financial aid.

When President Ford signed the Emergency Housing Act of 1975 into law, he said it would help push along a recovery of the depressed housing and construction industries. The measure could lead to construction of 300,000 new homes in the next year, according to its supporters.

The revised housing bill cleared Congress just two days after the House was unable to override the President's veto of a more extensive measure. The bill was specifically tailored to meet Ford's objections to the vetoed legislation.

Before sending the bill to the White House, Congress received the President's assurance that no more than four points would be charged on new mortgages. By dictionary definition, a point is a percentage of the face value of a loan often added as a placement fee or service charge by a lender. Each point is one per cent of the mortgage, and the charge is usually passed on to the homebuyer, so this will save consumers money (about $25 a month on a $30,000 mortgage, according to GNMA).

The new legislation permits, but does not require, the Department of Housing and Urban Development (HUD) to buy up to $10 billion in mortgages from private banks and lending institutions under a 1974 mortgage aid program. Housing Secretary Carla Hills said "meaningful amounts" of the $10 billion would be released. The money will remain available through June 30, 1976.

The bill authorizes a maximum mortgage interest charge of 7.5 per cent, instead of the 7.75 per cent previously permitted. Assistance is limited to mortgages of $42,000 or less. For the first time multi-family dwellings, condominiums and mobile homes are eligible for assistance.

The bill also calls for—but does not mandate—either direct government loans or government-insured loans to unemployed homeowners. It allows HUD to make loans of up to $250 a month for 24 months to jobless homeowners unable to meet mortgage payments. Alternately, HUD could insure lenders against losses if they do not foreclose on delinquent mortgages. Eligibility is limited to homeowners who have "incurred a substantial reduction in income as the result of involuntary unemployment or underemployment due to adverse economic conditions" and who were "financially unable to make the full mortgage payment." Up to $1.5 billion worth of loans can be made with deferred repayment at 8.5 per cent interest.

This provision must be triggered by the President. "If foreclosure rates rise significantly, this legislation will enable us to act quickly to keep owners from losing their homes," he said. So far, however, foreclosure rates have been relatively stable, forestalling such action.

The bill additionally authorizes a $100 million, one-year extension of an emergency home repair and rehabilitation program providing loans for homeowners seeking to renovate older structures. The money must still be appropriated for that program.

Energy Policy

Teamsters Ask Congressmen For New Oil Price Controls

THE TEAMSTERS braved the murky waters of energy policy recently when International representatives testified before the House Committee on Interstate and Foreign Commerce in support of legislation to continue regulation of oil prices.

The bill—HR7014, the Energy Conservation and Oil Policy Act of 1975—seeks to establish new price controls to replace those expiring August 31.

"We believe the absence of price controls on oil will regenerate inflation and unemployment and the only reasonable solution is HR7014," Bart O'Hara, Teamsters' Legislative Counsel told the legislators on President Fitzsimmons' behalf.

Current trends — import tariffs, OPEC increases, decontrol of oil prices—would spell more inflation and further unemployment for our 2.2 million working members, whose livelihoods depend on the price of oil, O'Hara asserted. This bill, if enacted, "will represent a fair and balanced solution to the oil price situation."

Although complex, the most important section of this legislation concerns oil prices. Basic provisions are these: (1) Old or pre-Arab embargo oil produced in the U.S. will remain at its present price of $5.25 per barrel. This would begin to rise next year; (2) New oil would be set at an initial price of $7.50 and would rise in about 1980; and (3) So-called "hard to get" oil would be priced at $8.50.

These prices are sound, the Teamsters feel, because old oil is held at its present level; new oil is priced according to the FEA's recommendation in its Project Independence Study; and the $1.00 per barrel incentive would offset costs in recovering hard to get oil.

The legislation, in addition to cushioning inflation and unemployment, could give our energy-related products a competitive edge in the international marketplace through lower prices. With competition, the OPEC cartel may be forced to lower its prices to get rid of its excess oil; and finally, we could take a step back to a free market system in oil where consumer demand could influence pricing instead of a cartel.

What About Roads?

Should the Highway Trust Fund Shore Up Sagging Govt. Revenues?

PRESIDENT Ford recently opened a new debate over American transportation policy by proposing a cutback in the Highway Trust Fund and a reordering of U.S. highway construction priorities.

Ford's plan, sent to Congress in July, would emphasize construction of some 4,894 miles of major city-to-city interstate highway routes while giving less priority to interstate miles of "local importance."

Ford termed the plan "the most responsible and effective means of meeting the nation's transportation needs."

The Fund, which pays for the completion and maintenance of the country's Interstate Highway System, is financed currently by a four cent federal gasoline tax. Ford has suggested that of that four cents, one cent be combined with the tax on diesel fuel, excise taxes on automotive parts and user taxes on trucks to make up the trust fund. All revenues generated by these taxes would be used to finish building the 42,500 mile long Interstate Highway System and to upgrade and maintain it.

Another penny would be diverted to states that agree to raise their state gasoline taxes by one cent per gallon, thereby increasing state revenue without increasing the overall state-federal gas tax charged to consumers. The states could then use the funds for transportation projects, such as roads construction or the creation of mass transit systems, or for other state programs.

This, in effect, would make it easier for urban areas to kill unwanted highway programs, since states and cities would be given major responsibility for completing unfinished sections of their existing roads.

The current 30 highway categorical grant programs would be consolidated into four broad grant programs to cut red tape and paperwork.

Currently, states must apply for money from the Highway Trust Fund. Once it is granted, the state pays 10 per cent and the Federal government provides 90 per cent of the funds for construction of federal road projects, mainly the interstate system. The state then owns the completed highway and must maintain it at state expense.

The final two cents would be diverted from the Trust Fund into general treasury revenues. All non-interstate highway programs, including safety programs and highway beautification, would be funded from the general revenues or by individual states. There would be no tie-in between the money generated by the two cent gasoline tax and highway programs. The non-interstate highway program would have to compete with other federal programs, such as health, education and welfare or defense for its share of the general funds.

At its inception, the Interstate Highway System was targeted for completion by 1969. Currently, completion is scheduled for sometime in the 1980's (with full funding). Its proposed scope was 42,500 miles. So far, only 36,616 miles have been finished. Costs were projected at $27 billion in 1956; today that estimate stands at $100 billion plus.

Annual revenue for the Highway Trust Fund currently totals about $6 billion annually, most of it from the federal gasoline tax. Ford's proposal, if enacted, would give the fund revenue of about $3.3 billion to work with in 1977. The rest would go to the states (about $1 billion) and the federal Treasury.

In his message to Congress on the proposal—the Federal-Aid Highway Act of 1975—Ford said 85 per cent of the Interstate System is now open to traffic and it has proven vital to the nation's commercial prosperity and the individual mobility of millions of Americans. He also noted that the Highway Trust Fund is to expire October 1, 1977, but said he was recommending legislation to extend the Trust Fund, but limit its use to the Interstate System.

Before President Ford entered the White House, he himself was a supporter of the Interstate Highway System, of the Federal Highway Trust Fund that financed it, and various other federal highway programs. Just two years ago, when Congress considered diverting money from the Fund for mass transit, Ford told House members: "We ought not to break faith with the taxpayers in order to let this kind of diversion take place." Now, he's in the opposite corner. (The Teamsters, by the way, supported the move to use the Fund to subsidize mass transit.)

Ford's latest transportation proposal follows in the wake of recent statements on deregulation of the trucking industry.

Import tariffs have jacked up truck and auto running costs.

Now, decreased Highway Trust Funds threaten the very roads truckers and tourists alike have come to depend on. It could also spell higher transportation costs as cars and trucks take slower side roads, as they now must in some areas where highway funds have run out before the roads ran in together.

The proposed revamping of the Interstate Highway System has met with great resistance in Congress, which has strenuously objected to past "Bust the Trust" efforts.

Guide Issued To New Pension Law

The Department of Labor has issued a new publication to serve as a guide to the new pension law, entitled: "Often-asked Questions about the Employee Retirement Income Security Act of 1974."

The 28-page pamphlet explains the provisions of the law in simple, non-technical language.

Copies of the pamphlet may be obtained free of charge from: Office of Information, Labor-Management Services Administration, U.S. Department of Labor, 3rd St. and Constitution Ave., N.W., Room N-5641, Washington, D.C. 20216.

Legislation, Politics, Government

• GOVERNMENT PARROT

Unionists are upset with remarks made in an address recently by Albert Rees, head of the President's Council on Wage and Price Stability. Rees was discussing computerized check-out systems being pushed by the food industry. Critics feel Rees is parroting supermarket chain propaganda to the disadvantage of the consumer.

• CONSUMER COMPLAINTS IGNORED

A government study recently came to the conclusion that consumer complaints often are ignored in Washington. Agriculture, environmental, food and drug agencies in particular were rated "unsatisfactory" in their response to consumer peeves. However, it was determined that letters of complaint sent to congressmen "are rigorously followed up."

• DISTAFF RECORD

Of the 9,510 congressmen who have served in the U.S. House of Representatives since 1789, only 84 have been women. The first was Jeanette Rankin from Montana. Congresswoman Rankin, elected in 1916, was the only member of the House to vote against U.S. entry into both World War I and World War II.

• LIBRARY QUESTIONS POLL

A study by the Library of Congress has determined that a poll purporting to show that 75 per cent of the American people oppose creation of a consumer protection agency "was biased, stacked and open to serious question." The $25,000 poll was paid for by "Business Roundtable"—a group of prominent business leaders—and conducted by Opinion Research Corp., of Princeton, N.J.

• HART TO RETIRE

Sen. Philip A. Hart of Michigan, whom the New York Times described as having "stood out for more than 16 years like choir boy at a craps game," says he will retire when his fourth term ends next year. The senator's voting record over the years has been consistently in favor of legislation benefiting working people.

• DRUG ABUSE WORSENS

A Senate investigative subcommittee was told recently that drug abuse problems in the United States have worsened. An investigator for the subcommittee said narcotics are more available now than when the Drug Enforcement Administration was created two years ago.

• NO-FAULT REVIVED IN SENATE

A plan for national no-fault auto insurance has been revived in Congress. The Senate Commerce Committee recently okayed the latest version. A similar bill passed the Senate last year but died in the House of Representatives. The Ford Administration opposes the proposal.

• RTW'ERS TAKE 'BATH'

Those old union-busting "right-to-workers" took a "bath" recently in Louisiana when they failed to get a compulsory open shop law passed in that state's Senate and House. Anti-union forces pushed hard for their policy of "the right to work for less."

• CONGRESSIONAL RECESS

Congress was scheduled to take its month-long summer recess beginning August 1st. Both houses worked overtime trying to clear their calendars before starting the summer vacation. The due date for return to work is Wednesday, September 3rd.

For Your Information

McGuffey Reader Revival

The famous McGuffey Reader is making a comeback as a basic educational tool among a small number of private and parochial schools.

The McGuffey Reader was first published 140 years ago and was a celebrated byword in American education until World War I. McGuffey revolutionized the teaching of the so-called 3 R's—"Readin', Ritin' and Rithmetic."

In recent decades, early editions of the McGuffey Readers—which were noted for peddling Horatio Alger type sentiments—had become collectors' items.

AMA $ Troubles

The American Medical Association, experiencing great financial troubles, recently raised its dues from $110 to $250 annually for 158,000 members.

AMA officials feared the dues hike would lose perhaps 15,000 members but decided to take the step anyway. The organization's membership has increasingly dwindled in recent years until now only about 40 per cent of the nation's doctors belong.

Gasoline Supply

With the nation's refineries operating at about 85 per cent of capacity, gasoline supplies began declining in the United States during June.

Part of the decline in stocks was attributed to increased vacation travel. At mid-June, gasoline on hand totaled less than 200 million barrels compared with nearly 223 million barrels at the same time a year earlier.

Gasoline production in the U.S. has been going at about 6.5 million barrels a day in recent weeks, slightly down from production a year ago.

The Census Bureau says that 96 per cent of American families own television sets, but only 80 per cent have refrigerators and 75 per cent have kitchen ranges.

Denim History

The sails of the ship that carried Columbus to America were made of a sturdy fabric developed during the Middle Ages in Nimes, a French textile center of that period.

The fabric, usually blue, was called "serge de Nimes"—from which the word "denim" evolved. Blue jeans, made of denim, were not created until four centuries later, however, and that happened during the California gold rush of 1849.

A fellow named Levi Strauss took a ship from New York to San Francisco to sell cloth to miners. By the time his ship arrived, he had sold all his goods to the passengers—except for a few bolts of heavy canvas which he planned to sell as tent material.

A miner told Strauss that sturdy pants and overalls were needed more than tents. So Strauss had a pair of trousers made of the material and "Levis" were born.

Water Shortages

A federal official said recently that certain sections of the United States may face serious water shortages in the near future.

But Jack O. Horton, Assistant Secretary for Land Resources, added there is insufficient data to pinpoint the area where demand of water will exceed supply.

Generally, said Horton, water problems and water development increasingly are becoming intrastate and local in character.

Empty Hospital Beds

There are too many empty hospital beds in the United States with the result that Americans are paying $8 billion a year in unneeded hospital costs.

That's the opinion of a coalition of consumer groups that has been looking into the matter. As a result of its study, the coalition has asked the Department of Health, Education and Welfare to impose strong regulations governing new hospital construction.

In reply to the consumer organization, the American Hospital Assn. released its own report purporting to show there was no problem in hospital usage.

German Measles

A group of Harvard medical school doctors has concluded that the best way to control German measles—a special hazard for pregnant women—may be to vaccinate adolescent girls.

The system now used in the United States calls for mass vaccination of children of both sexes between the ages of one and 12. Because the disease may damage the unborn child, the main goal is to keep German measles away from pregnant women.

The Harvard doctors said they found that children are *not* the major source of infection for pregnant women, and young women do not necessarily pick up an immunity to German measles spread by children. Therefore, said the doctors, they preferred a policy of selectively and efficiently vaccinating adolescent girls only.

Crop Prediction

American farmers are expected to produce the largest corn and wheat crops in the nation's history provided weather conditions remain near normal through August.

That's the prediction of the Agriculture Department based on early production reports for wheat and corn.

This year's wheat crop is expected to total 2.187 billion bushels, 22 per cent larger than last year's record output. Corn production is expected to top 6.045 billion bushels or 7 per cent more than the 1972 record crop.

Piano Popularity

Sales of pianos continue at a strong pace despite inflation and depression.

Industry observers say that last year's sales of 248,405 pianos in the United States were the most since 1940 when statistics on the piano were first compiled. Manufacturers say that sales this year are on a par with 1974.

Used pianos also are in demand, however, dealers say they are hard to find because people are holding on to their pianos longer than in past years.

Bicentennial Hoopla

Just about every federal department expects to spend money on bicentennial activities next year, with the Pentagon already budgeting what probably is tops: $20.2 million.

The Pentagon's outlay will be spread over at least 600 bicentennial activities with most of the expense going into supplying color guards and marching bands for various fetes.

The Labor Department, incidentally, has commissioned a "cantata" of American labor music, along with several murals for its lobby.

Declaration of Independence

Scientific detection work has determined that the oldest copy of the first published version of the Declaration of Independence is in Philadelphia, Pa.

Investigators from the Library of Congress used isotope techniques and other atomic age methods to establish that the fragment of the historic document owned by the Historical Society of Philadelphia was the printer's proof of the declaration.

The proof was the first to come off the press of John Dunlap on the night of July 4-5, 1776, and is the oldest of 21 copies that still exist.

Hefty Grape Harvest

Teamsters employed by California growers have been working hard reaping a harvest of a record 4.2 million tons of grapes this year, according to the Agriculture Department.

Estimates made by the federal agency in its July crop report were that the total grape harvest would be 12 per cent higher than last year's production and a 6 per cent increase over the previous record set in 1965.

Mental Therapy

As many as 50,000 Americans are undergoing mental therapy designed to change their behavior, according to the director of the National Institute of Mental Health.

Dr. Bertram Brown said recently that the therapy—called "behavior modification" by mental health professionals and attacked by critics as "mind control"—is being used today by possibly 3,000 of the 70,000 psychiatrists, psychologists and clinicians in the United States.

Dr. Brown said adverse public reaction is unjustified for the most part, but stressed the need for quality control.

The federal government spends more than $3 million annually on behavior modification research.

Public School Costs

A survey by a research company of nearly 2,700 public school district budgets concluded that the average cost of educating a student in public schools has gone up 211 per cent since the 1967-68 school year.

The Consumer Price Index for the same period increased but 57.2 per cent in comparison.

Public school education costs, the survey discovered, now average $1,168 per student for a year. Fuel prices, as well as teacher salary increases, were listed as major factors in the cost jump.

The Junior Chamber of Commerce, in national convention recently, proved it is as reactionary as its big brother, the U.S. Chamber of Commerce. The Jaycees voted 5,440 to 651 in favor of continuing its 63-year-old ban against women members.

Bicentennial Thieves

Slippery con-men are threatening to make a shambles of the nation's 200th birthday celebration by coming up with more shady deals than can be kept track of by authorities.

For example, the New York state attorney general recently cracked down on a Virginia-based company taking reservations for bicentennial cruises aboard the *S.S. United States*. The ship has been out of service since 1969.

In another case, the Philadelphia district attorney filed charges against a man for taking $1,800 in deposits for non-existent space at a bicentennial arts and crafts exhibit he claimed to be planning.

The American Revolution Bicentennial Administration in Washington, D.C.—which, despite its misleading name, was set up as a commission without federal authority—says it is unaware of any bamboozlement.

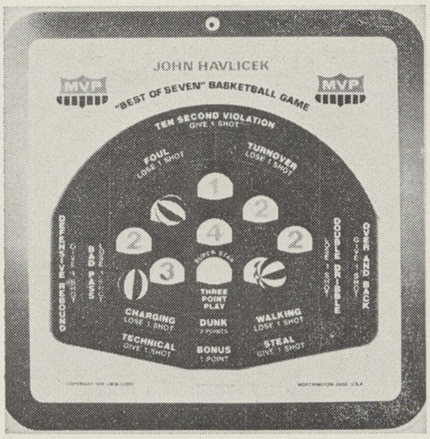
Household Shrinks

For the first time in the history of the United States, the average household consists of fewer than three persons, according to the Census Bureau.

A declining marriage rate, an increasing divorce rate, a continued low birth rate and a greater number of women remaining single past their teenage years are given as the reasons for the shrinkage in home size.

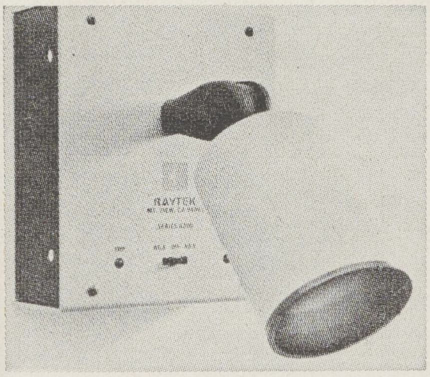
WHAT'S NEW

Basketball as a "Dart" Game


JOHN HAVLICEK
MVP
MVP
"BEST OF SEVEN" BASKETBALL GAME
TEN SECOND VIOLATION GIVE 1 SHOT
FOUL LOSE 1 SHOT
TURNOVER LOSE 1 SHOT
1
2
2
4
2
3
SUPER STAR
THREE POINT PLAY
DEFENSIVE REBOUND
BAD PASS LOSE 1 SHOT
DOUBLE DRIBBLE
OVER AND BACK GIVE 1 SHOT
CHARGING LOSE 1 SHOT
DUNK 2 POINTS
WALKING LOSE 1 SHOT
TECHNICAL GIVE 1 SHOT
BONUS 1 POINT
STEAL GIVE 1 SHOT

Suitable for the game room of basketball buffs is a "dart game" that uses no darts. Instead a ping-pong ball sized "basketball" is thrown at the target illustrated and sticks by the magic of Velcro®. Even if the target is missed, the wall isn't damaged. You play the whole game; traveling, ten-second violations, charging, walking, back court fouls and even overtime situations can develop if the game ends in a tie. Said to be fascinating for all ages and both sexes.

Infrared-Sensitive Burglar Alarm

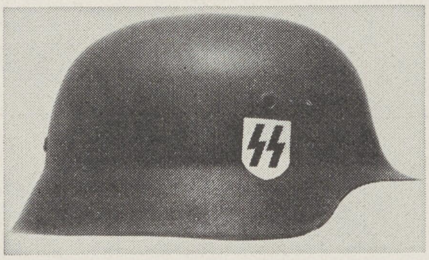


Good burglar alarms are seldom cheap and cheap alarms are seldom good. But the illustrated alarm satisfies both categories if it lives up to the maker's claims, who says "it is based on the latest military reconnaissance techniques to protect businesses and homes." The unit shown monitors the infrared energy in the area it covers and responds to moving human targets in the protected area. It rejects alarms triggered by air curents and other "false alarm" causes. In addition to the master unit, six "slave units" can be used to cover larger areas.

New Spark Arrestor Announced

A new spark arrestor with an efficiency claimed at 95 percent has been put on the market. There are six models available to fit exhausts from two to four inches.

Ya, Das Ist ein Helm!

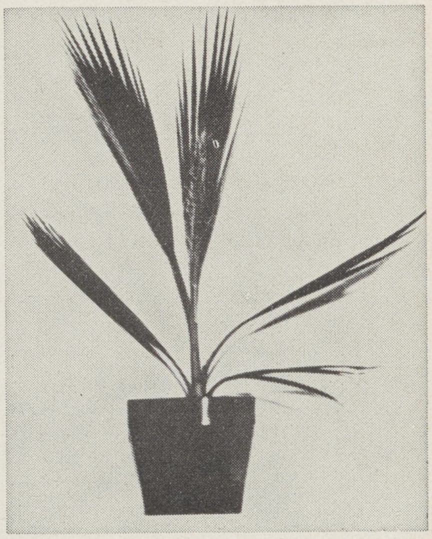


This item might not be too popular with some guys who were on the other side, but an importer has come up with what he describes as "a collector's item . . . genuine originals, not replicas," of German World War II helmets. The one illustrated is apparently from the elite "SS" corps. They come with liner, chin strap, markings and a money-back guarantee to collectors, military buffs and amateur historians.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

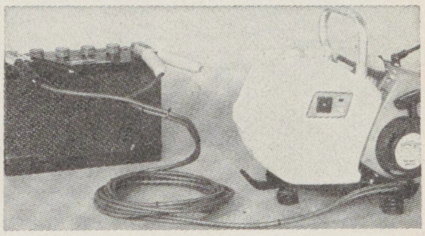
Pint-Sized Palm Tree



Anyway, you can't lose when you order this 3-year-old Hula Palm Tree which has been "painstakingly nurtured" and is guaranteed to grow or it will be replaced free of charge.

The mail order nursery describes the miniature plant as "a conversation starter" in home or office. The plants are about 12 inches high on delivery and can be used as a house plant without becoming too large and unmanageable. The firm says "development of each palm tree can actually be controlled so that growth is limited to a certain size and no more."

Portable Gasoline Charger



This 28-pound gasoline-driven charger works on 6-, 12-, and 24-volt batteries. The company claims it can restore starting power to a dead battery in from 10 to 15 minutes; is primarily for industrial markets.

LAUGH LOAD

How to Win A Bottle

There's a simple way to solve all the litter caused by throw-away cans and bottles. Just make them all in the shape of a boomerang.

A Slight Misunderstanding

The marriage counselor, in a session with the wife, said: "Did you wake up grumpy this morning?"

"No, I didn't," replied the wife. "I let the bum sleep in!"

They Were Planely Ants

"Airplanes are really fascinating," said the first-flight passenger. "Just look at those people down below . . . they look like ants!"

"They are ants," replied his co-passenger. "We haven't taken off yet!"

His Parting Shot

The truck line manager called in the incompetent driver and said: "This is the end! You're fired!"

"Fired?" snapped back the driver, "I thought slaves were sold!"

Cussed and Discussed

A school superintendent today is a full-time custodian: cussed by the teachers during the day, cussed by the parents at night.

The Perfect Squelcher

The daughter of a strict-constructionist, deeply religious father had attended a dance against his wishes. When she came down to breakfast the next morning, he snarled: "Good morning, daughter of Satan!"

And she replied sweetly: "Good morning to you, father!"

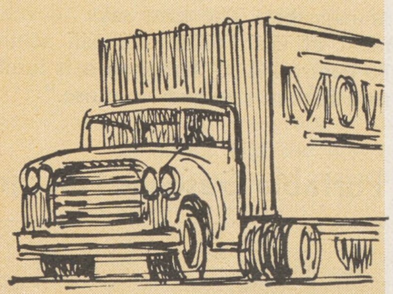
A Bird Still in The Bush

The game warden had collared the young hunter with a last year's license. "Don't arrest me, please," pleaded the youngster. "I'm only shooting at the ones I missed last year!"

A Hair-Raising Story

The girl was walking down the street sporting one of the more extreme hairdo's. Said one man to another as she passed: "It looks like her reprieve came through just as the warden pulled the switch!"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME..

NEW ADDRESS..

....
City State Zip Code

OLD ADDRESS..

....
City State Zip Code

LOCAL UNION NO...

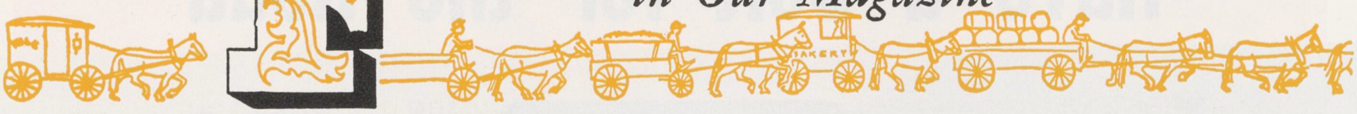
SOCIAL SECURITY NO. ....
(If unknown—check with Local Union)

NAME OF EMPLOYER...

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO

in Our Magazine



VOL. XXII *(From the August 1925 issue of the TEAMSTER)* **Number 8**

Education—the Great World Power

At one time, education was solely the heritage of a few spoiled darlings of fortune, with tutors and governesses tied to their footsteps. Under that system of education nothing was provided for the child of the people: for him there was nothing but neglect.

Trade unionism, by the organization of productive forces and enlarging labor's share of the distribution of the fruits of labor, not only assured food and clothing, shelter and comfort to itself, but also laid the corner-stone for our democratic educational institutions. It conceived and struggled for a system of education and training by which all the forces of the body are developed, while the faculties of the mind receive the highest possible culture.

Society today understands that its prosperity depends upon the capacity of each one of its members. All, therefore, aspire to see their children reach the highest degree of knowledge and training required in their active productive lives. Progress has become a passion with the people.

Having made for this social and educational advancement in child life, the trade union movement is now engaged in an enlarged educational program. Heretofore labor has submitted to the dominion of slavery and serfdom, and is still largely under the control and authority of contractor, employers and overseers. Labor believes it is destined to rise to the dignity of society membership in industry wherein it shall share the interests of the entire industry and toil without fear of individual tyranny and wherein the worker may rely upon the justice of his peers.

The time will come when the worker's voice shall be heard in all discussions and resolutions touching his labor and life and when no decisions will be imposed upon him in any relationship, save those sanctioned by the councils of whose members he has helped to elect.

Professions distinguish themselves by their character of general usefulness and rise in dignity by their independence. The workers need not admit of oppression, dependence nor servitude. They, too, may strengthen their character by their general usefulness and rise to equal dignity by their independence. All may secure liberty of individual initiative and attain their full development of faculties. Eventually canditions of labor will be less burdened by the elements of force and compulsion and the idea of work will assume an enlarging degree of pleasure and satisfaction. Trade unionism, then, is embarking in a field of human endeavor the importance of which is understood by only a few and underestimated by the overwhelming many. Nevertheless its work and progress is going onward and forward, and like the constant drop of water dripping on a rock, is proceeding slowly but surely to remove the heritage of wealth and power of a few spoiled darlings of fortunes in the industrial world and make it the common heritage of all.

What the Workers Want

A question often asked, especially by those who have little or no understanding of the Trade Union Movement, is: What do the workers want? Well, it's a fair question. What do the workers, particularly organized workers want? The answer is simple. First, because it is decreed that "man shall earn his bread by the sweat of his brow," the workers want employment; that is to say an opportunity to earn a living for themselves and their families. Naturally they are entitled to this right, but under our present order of society it is a right often denied.

Then, the worker wants his employment stabilized. In other words, he wants steady employment. He wants to bring about a condition whereby he will not feel that each day's work may be his last. He wants unemployment minimized, and for this reason favors Unemployment Insurance.

Then, he wants his daily working hours reduced to certainly not more than eight, for five days of the week and four on Saturday. To state it differently, he wants to work not more than forty-four hours per week.

For his labor he wants the highest rate of pay possible, or to put it another way, he wants his full share of the wealth he helps to produce. He wants to be employed in surroundings as comfortable as the nature of his employment will permit. He demands sanitary workshops, properly ventilated. He demands protection against unnecessary risk. He demands the right to organize with his fellows and the right to negotiate with his employer through representatives of his own choosing. He wants compensation laws passed for his and his family's protection. He wants to enjoy that full measure of freedom guaranteed all citizens of a free country. He wants the right to live and let live. He wants to enjoy life to the fullest extent, as his Creator intended he should, but which he finds it difficult to do under our present industrial system.

These are a few of the things the workers want, and which through their trade union movement they seek to attain. So far partial success has crowned their efforts, but a complete realization of their desires will come only when they all are joined together in a common cause. Then and then only will the workers obtain those things they want, and to which they are justly entitled.—Machinists' Journal.

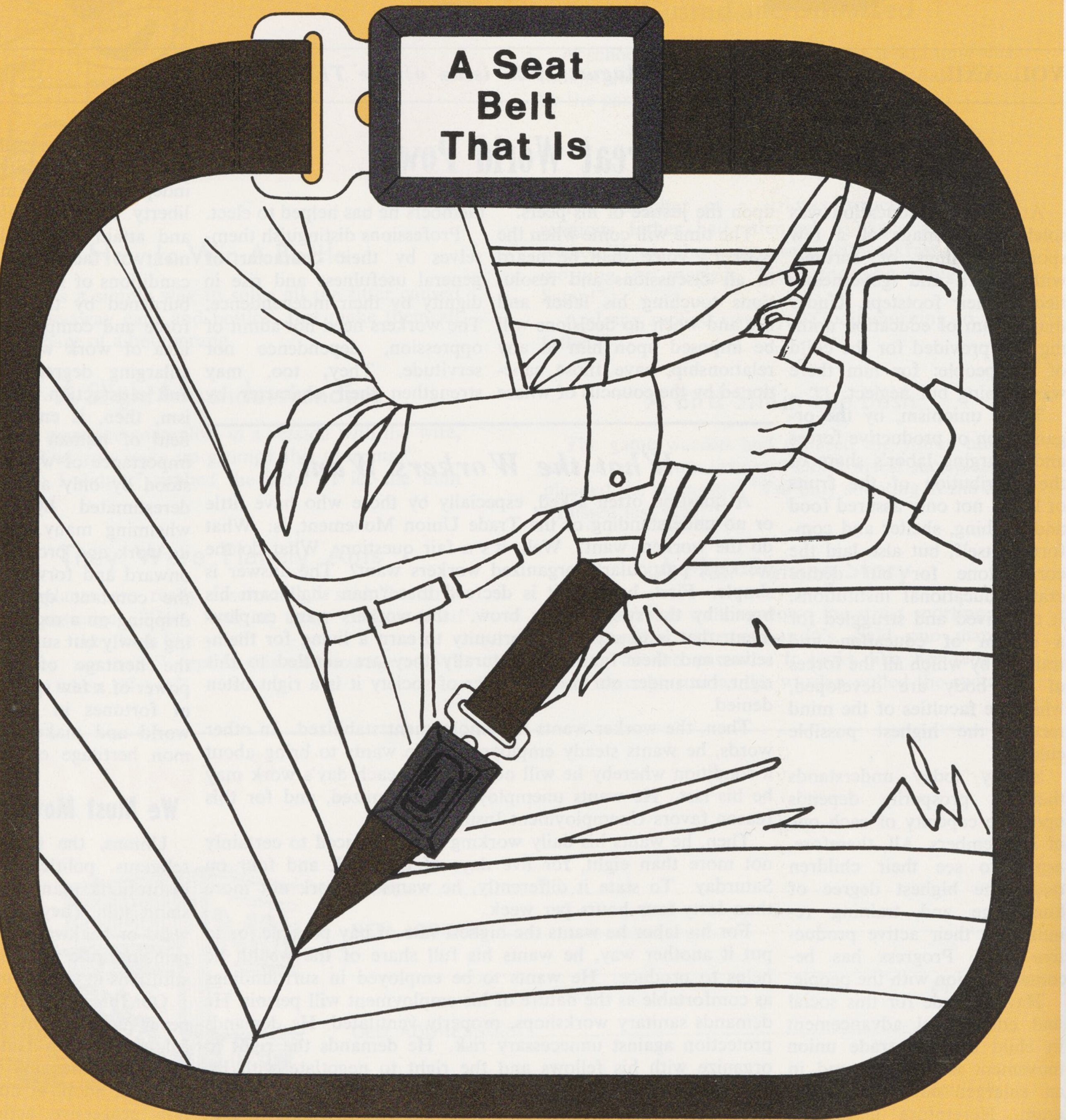
We Must Move Forward

Unions, the same as civil, religious, political and social institutions, cannot afford to stand still. They must go forward or backward. That is the principal rule governing all institutions in our country.

Our International Union was never more healthy or successful, and to keep it in that condition for the next five years we must adopt at our convention progessive action which will make things reasonably safe for the membership.

When all is said and done, we in the labor movement today are not making nearly the sacrifice made by those who preceded us. We are bound by every human tie and every honorable motive to do our work better, if possible, than it was done by those who have gone before us.

Have a Belt for the Road


A Seat Belt That Is

Buckle Up for Safety

THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE

SEPTEMBER 1975

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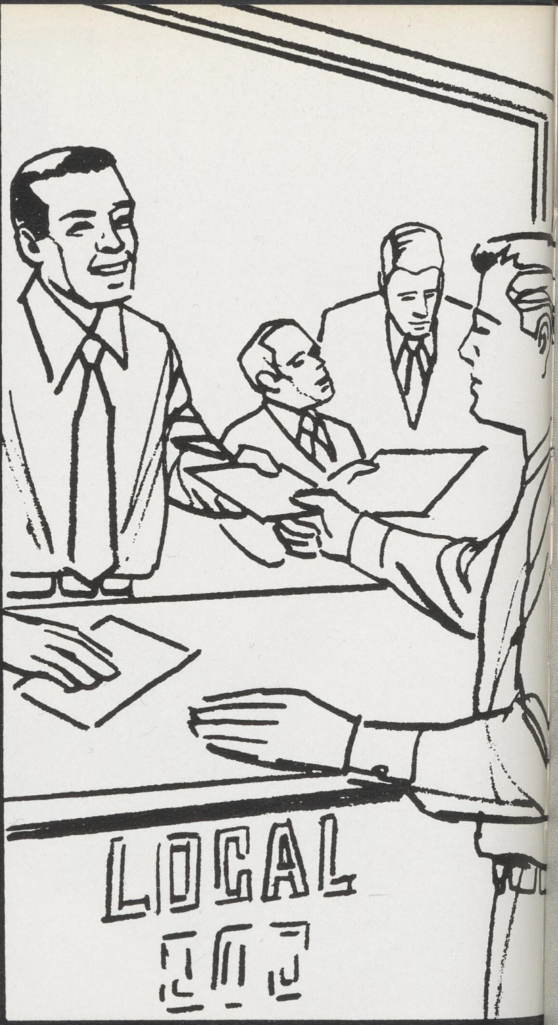

When You Move Notify Your Local Union of Your New Address

Labor News in the Headlines

WASHINGTON, D.C. The U.S. Supreme Court ruled unanimously that an unemployed breadwinner is not obliged to accept unemployment benefits rather than higher welfare benefits. To put it another way, the court agreed that eligibility for jobless insurance does not make a family ineligible for welfare.

STAMFORD, CONN. Some 43,000 Xerox Corp., employees never see their paychecks. Their wages are deposited directly into their bank accounts. The trend of automatically banking workers' pay is gaining in popularity. Employers like the idea because they do not have to fool with canceled checks. Workers seem to like it because there is no worry of stolen or lost paychecks.

WASHINGTON, D.C. The National Labor Relations Board is 15 short of its 92 authorized administrative law judges. Chairman Betty Murphy has gotten the Civil Service Commission to agree to let the Board rehire retired judges for nine months until the vacancies can be filled.

OTTAWA, CAN. Canadian Labour Minister John Munro has proposed establishing an advisory body to be called the Canada Labour Relations Council composed of labor and management as well as government representatives. Aim of the council would be to develop procedures by which labor and management can better reconcile differences in collective bargaining.

UNDATED Foreign military attaches, riding the cocktail circuits in Washington, D.C., protest recent Pentagon statements that unionization of some European armies has eroded their fighting ability.

WASHINGTON, D.C. President Ford nominated Robert O. Aders of Cincinnati, O., to be Under Secretary of Labor. Aders, currently a member of a law firm in Washington, D.C., worked as an attorney for the Kroger Co., and later became chairman of the firm in the years between 1957 and 1974.

PHILADELPHIA, PA. Alan Greenspan, President Ford's top economic advisor, proudly told an audience in Philadelphia that despite an unemployment rate of nine per cent with nearly eight million workers out of jobs—the recession is over "for all practical purposes."

WASHINGTON, D.C. Most of the $6.2 million increase granted by Congress for the Occupational Safety and Health Administration will be used to pay the costs of hiring an additional 300 compliance inspectors. The budget hike was for fiscal 1976.

WASHINGTON, D.C. The Wall Street Journal reports the AFL-CIO, operating in the red, will ask delegates to its October convention to raise member-per-capita levy to 13 cents a month. The per capita tax now is 10 cents. The AFL-CIO's current annual operating budget is around $16 million.

UNDATED American consumers will spend more money on food and tobacco in the next 10 years than any other personal consumption item, according to projections by the National Planning Association. NPA is a non-profit economic and policy research institution. It also predicts that transportation will replace housing as the No. 2 expenditure item in the next decade.

DETROIT, MICH. The Coalition of Labor Union Women has scheduled its first constitutional convention for Detroit next December 6-7. There were 3,200 delegates at the founding convention in 1974. The organization now has charters in more than 40 cities.

NEW YORK CITY The National Institute of Alcohol Abuse and Alcoholism has found that between 5 and 10 per cent of white collar and blue collar workers are alcoholics or potentials, "but the rate is much higher among top-level executives."

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Regarding Tires**

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FROM THE FIELD

TEAMSTER'S SON IN COUNTRY WESTERN

Steve Bivins, son of Robert T. Bivins of Teamster Local 381 in Santa Maria, Calif., is beginning to make a name for himself in country western music.

The younger Bivins, known as "bulldog," works as a disc jockey and in his spare time writes both words and music for songs in the popular entertainment field.

OFFICER APPOINTED TO CITY AUTHORITY

Richard A. Collinson, president of Teamster Local 24 in Akron, O., recently was appointed to serve on the Akron Metropolitan Housing Authority for a term of five years. Members of the 5-member board are appointed by the Summit County commissioners.

JACKSONVILLE DRIVER IS NAMED THE BEST

Hymie Sikes, a member of Teamster Local 947 in Jacksonville, Fla., recently was named "driver of the month" in Florida. Sikes is employed by Professional Driver Services, Inc., of the Manufacturers Transport Co.

VANCOUVER TEAMSTER SURVIVES BRAKE LOSS

Don Yochim, a member of Teamster Local 213 in Vancouver, B.C., had a harrowing experience lately when he lost his brakes on a steep hill in Vancouver.

Yochim was piloting a 17-ton load of river sand when he hit the brake pedal and was surprised when it went right to the floor.

The 24-year-old Teamster, on the job only six months, quickly checked the stop light at the intersection at the bottom of the hill. The light had just turned red.

Yochim considered hitting a second company truck in front of him but decided that the brakes would not hold both vehicles.

Since all four lanes ahead were filled with cars and the road surface was slightly wet, Yochim's problem was a sticky one. He solved it by turning hard to the right and then immediately swung a hard left, missing all other vehicles and coming into a full broadside skid.

The truck rolled over on its side after hitting the curb. Yochim spent some four hours in the hospital for minor injuries.

Police commended the Teamster for his quick thinking and excellent job of avoiding any collision which probably would have resulted in one or more fatalities, considering the conditions.

FORMER MODEL DRIVES TRUCK

More and more women are turning to the field of truck driving for higher earning power and Mrs. Joy Kitcheos of Brookfield, Ill., is no exception.

Mrs. Kitcheos, a member of Teamster Local 786 in Chicago, Ill., is the only woman in the local union that drives a dump truck. Her husband, Kit Kitcheos, also is a member of Local 786 and is a driver.

Mrs. Kitcheos, a blonde and former model, is the mother of three children and finds that truck driving is exciting—"It beats sitting home every day."

DRIVER WEARY OF NEWS STORIES

In a letter to the Washington Teamster publication, Al Hede, a member of Teamster Local 741 in Seattle, lodged his disgust of the way in which newspapers almost invariably blame truck drivers for highway accidents.

He cited stories published in both Seattle dailies and related to the same wreck in which a motorist died in a collision with a truck. The truck driver was unhurt.

Both stories inferred either by headline or in the opening paragraph that the truck driver was at fault. However, deeper in each story was the state police explanation that the motorist had crossed the median stripe and rolled into the path of the oncoming truck.

OFFICER HONORED BY UNITED FUND

Hank J. de Diego, secretary-treasurer of Teamster Local 296 in San Jose, Calif., has worked as a United Fund volunteer for the past nine years. Recently, UF named de Diego "labor pace-setter for 1975"—the first time that a Teamster's Union member in the area has been so honored.

40-POUND SALMON CAUGHT BY MEMBER

Tom Powell, a member of Teamster Local 690 in Spokane, Wash., recently caught a 40-pound king salmon. Powell, an avid fisherman, also caught a pair of chinook at 29 and 20 pounds.

SHORT HAUL DRIVER HAS SAFE RECORD

David P. Opfergelt, a member of Teamster Local 432 in Oakland, Calif., has driven as a short haul driver without accident for more than 35 years, his latest employer being Continental Baking Co. Earlier in his career, Opfergelt was a member of Teamster Locals 494 in Boston, Mass., and 686 in Lawrence, Mass., where he also drove for bakeries.

BOSTON DRIVER TOPS IN LOCAL

Teamster Local 25 of Boston, Mass., recently named Patrick Flaherty, a road driver for M & M Trans., as driver of the month. Flaherty successfully avoided an accident on a bridge, prompting the motorists involved to pass a compliment to the company.

OBSERVATIONS OF THE GENERAL PRESIDENT

WITH THE PASSING of Labor Day, summer is over, and we must admit it has been a distressing time. Unemployment hovers around nine per cent and inflation is rising in double digit figures. The prospect of continued high joblessness goes hand in hand with the ever-increasing inflation.

Always before, economists and enemies of labor have blamed inflation on "high labor costs." But, today the plight of the worker is such that labor costs are not mentioned with inflation.

Illogical as it is, government economists still seek answers with traditional school book theories of economics.

But, school book economics overlook market place realities. For example, the auto market is glutted and sales are drastically down. But, instead of lower prices—which economic theory proclaims in periods of high supply and low demand—auto makers continue to hike prices.

About the only place where the law of supply and demand has any traditional effect on prices is on sales of our grain to the Soviet Union. Soviet demand for our grain has already pushed food costs up.

We are faced with ever higher fuel costs and are told a shortage exists which will bring great hardship on consumers this winter. That's one story being told, but there is a tag line.

We also are told that if controls are removed from domestic crude and natural gas, there will be plenty for all.

But in old fashioned straight talk—and there is certainly a shortage of that in Washington, D.C.—what we are being told is that there is plenty of crude and natural gas, but the petroleum industry won't make it available unless it can charge inordinately high prices. That also says that the oil industry will not help solve energy problems unless the American consumer pays through the nose.

I had hoped, at one time, that this nation would place economic controls on all forms of income to stop inflation, and roll back prices where they had been exorbitant. But, economic controls are taboo. It seems government prefers economic collapse rather than reason in the market place.

So, in the months ahead, organized labor has but one course. It is hard-nosed bargaining when contracts expire. Our members' purchasing power has been so eroded that their standard of living continually decreases, and their only hope is at the bargaining table.

I still hold out the hope that American workers will become so aroused they will flood Washington, D.C., with letters. I still hope they will demand of Congress and the Administration that drastic action be taken to turn things around.

But, what we have had during the past summer will continue and get worse until the American people tell Washington, D.C., to stop the nonsense and do a proper job for the people of this country who desperately need help.

Frank E. Fitzsimmons

Delegates attending a session of the annual National Warehouse Division conference held last month in Boston. Nearly 250 delegates were in attendance at the four-day meeting.

In Boston

National Warehouse Division Tackles Workers' Problems

NEARLY 250 delegates representing Teamster warehouse workers throughout the U.S. and Canada were in attendance at the annual meeting of the National Warehouse Division in Boston, last month.

Topics of discussion ranged from high unemployment and inflation to organizing the unorganized and enforcing existing labor agreements.

Both Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller addressed the delegates. Separate stories on their remarks appear elsewhere in this issue of the *International Teamster*.

The scope of the problems discussed by delegates was reflected in a series of resolutions adopted by the conference. The resolutions dealt with:

1. Unfair practices of employers fighting off organization of their employees;
2. A resolve to organize non-union distribution centers;
3. The continuation of price controls on domestic oil reserves;
4. A resolve to urge the federal congress to act to create public service jobs to combat unemployment;
5. Support for the Western Conference of Teamsters in its collective bargaining for the nation's farm workers;
6. Opposition to the Ford Administration efforts to deregulate the transportation industries;
7. A resolve calling on the union's 1976 convention to establish a more equitable dues structure.

Sessions of the Warehouse Conference were chaired by IBT Vice President and Warehouse Chairman Robert Holmes and Division Director John Greeley.

Participating in Conference discussions were the IBT's four area conference directors: Ray Schoessling, Central; Joseph Trerotola, Eastern; Joseph Morgan, Southern; and W. E. 'Andy' Anderson, Western Conference.

IBT Trustees Frank Matula and Maurice Schurr were in attendance.

Other speakers included:

R. V. Durham, IBT director of Safety and Health.

Norman Goldstein, assistant director of the IBT organizing department.

Norman Weintraub, IBT director of research.

David Sweeney, IBT director of legislative affairs department.

Robert Baptiste, IBT general labor counsel.

Louis Goldblatt, secretary-treasurer, International Longshoremen and Warehouse Union.

Warehouse division reports for the area conferences were given by Morand Schmitt, Eastern Conference; Sam Smith, Central Conference; and Charles Winters, Southern Conference.

Joint Councils 10, Boston, and 64 of New Haven, Conn., served as hosts for the convention. IBT Vice President William McCarthy is president of Joint Council 10. Fred Roberto is president of Joint Council 64.

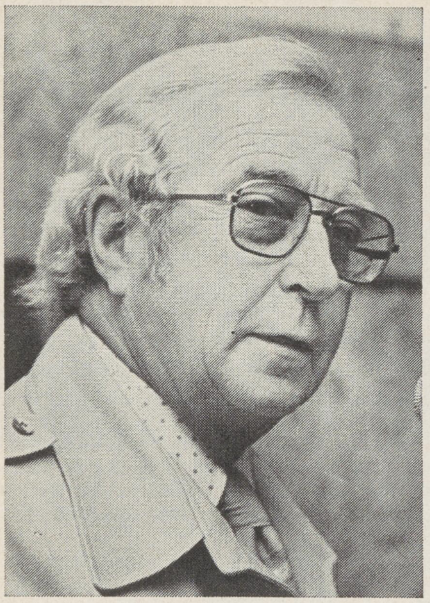
A digest of resolutions adopted by delegates follows:

CONTROLS ON OIL: While oil prices and other energy sources are unconscionably high, disputes between the President and the Congress permit costs to go even higher.

Oil consumed in this country comes domestically from so-called Oil Majors and from foreign sources of the OPEC nations, yet intertwined ownership makes it clear that greed—not immediate shortage—motivates pressures on the Administration and the Congress to remove federal price controls.

Manipulated profits from oil are being invested in other sources of energy, and such is a threat to all energy users.

It is therefore resolved that price controls on all domestic and natural gas must be maintained, and yes, even forced down. That equitable taxation be levied on the oil industry, the same as it should be on all business, including a windfall profits tax. And that immediate steps be taken to end the monopolistic control of the energy industry, where the explorer, the producer, the processor and the marketer are in most cases, one and the same corporation.



Robert Holmes
Warehouse Chairman

UNEMPLOYMENT: While unemployment is officially reflected at about 8 million, these figures do not truly count those no longer seeking work or those in subemployment.

Yet, the government adopts a philosophy that a certain amount of unemployment is "acceptable" as a buffer against inflation.

The National Warehouse Division rejects totally the unemployment-inflation trade-off. Instead, the division encourages the federal government to develop full employment policies that guarantee useful and meaningful employment to every American willing and able to work.

It is therefore resolved that the National Warehouse Division calls on the Congress of the U.S. to immediately establish public service employment programs to create jobs for the unemployed, remove the insecurity of those still employed and faced with the threat of lowered incomes and weakened bargaining power.

TEAMSTER FARM WORKERS: Wages and fringe benefits of farm workers represented by the Western Conference of Teamsters belie the propaganda of "men of zeal, well-meaning but without understanding," who tell all that the farm worker is oppressed. This is the real threat to the fight of farm workers to improve their economic lot.

This threat additionally is compounded by a 'well-meaning' Gov. of California in his appointments to the state Agricultural Labor Relations Board, a majority of whom have backgrounds indicating a blatant anti-Teamster bias.

Therefore be it resolved that the National Warehouse Division of the Teamsters express its confidence in and support of the Teamster farmworkers' ability to overcome, with their ballots, the continuing misrepresentations of the United Farm Workers Union and their misguided urban allies, as well as the administrative obstacles that may be placed in the way of a free and fair election by a prejudicial state board.

Be it finally resolved that the National Warehouse Division stands ready to assist the Western Conference of Teamsters in its fight to remain the bargaining representative of the organized farm worker so the Conference may proceed unhindered to bring the benefits of Teamster contracts to those in the fields yet to be organized.

DEREGULATION: Despite its illogic, talk of deregulation of the transportation industry persists in Administration circles, in some corners of Congress and in some state legislatures.

This attack on the stability of the nation's transportation industry must be met with increased opposition not only by Teamster members who would be affected but by all who are vitally affected by the interruption of quick and efficient movement of the nation's goods.

We recognize that abandonment of minimum rates and routes in concert with ever-increasing fuel costs, would promote non-union trucking thereby depressing the standards of Teamsters employed in freight and local cartage, which in turn would have a depressing effect on all Teamster labor agreements. Additionally, deregulation poses a serious threat to the entire economy since cut throat competition in transportation would eventually deprive thousands of communities of regular and needed deliveries of goods and services.

Therefore be it resolved that the Teamsters National Warehouse Division go on record in total support of the International Union's opposition to deregulation.

FRITO-LAY COMMITTEES: It has been brought to the attention of the National Warehouse Division by Eastern Conference Director Joseph Trerotola that Frito-Lay company has begun a program of resisting organization of its employees by tactics that border on, or may even prove to be in violation of the National Labor Relations Act.

John Greeley
Warehouse Director

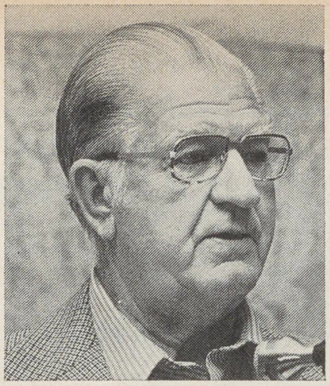
These tactics involve communications to employees which twist and misrepresent the integrity of the Teamsters Union in general and existing local union bargaining relationships in particular.

Therefore be it resolved that the National Warehouse Division urges each area conference to establish a Frito-Lay committee composed of delegates from local unions with Frito-Lay contracts, as an initial step in formulating a national committee which can coordinate both negotiations and organizing activities involving this company.

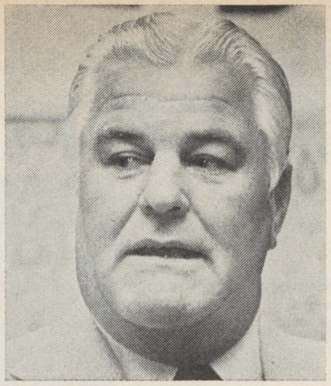
EQUITABLE DUES STRUCTURE: The job of properly representing interests of over two million members becomes increasingly complex for local union officers. Their responsibilities include the need to retain lawyers, accountants and other professional specialists on an ever increasing basis.

These services, coupled with rising costs of day-to-day operations of a local union create an inequitable distribution of dues taxation on our members in local unions where the dues dollar is paid on a uniform basis.

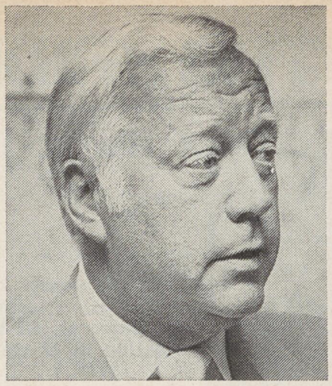
Therefore be it resolved that the National Warehouse Division convey to our General President, and through him to members of the constitution committee of the 1976 International Convention the desire of the delegates to positively consider establishment of an equitable dues structure which will provide for fair share dues payments



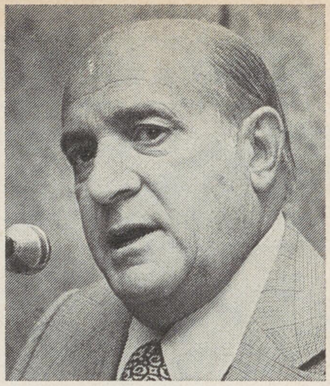
IBT VP Schoessling



IBT VP Morgan



IBT VP Anderson



IBT VP Trerotola

keyed to the actual earnings of our members.

DISTRIBUTION CENTERS: The greatest protection to a member's security is found in being part of an organized industry. Yet, a serious threat to Teamsters in the public warehouse industry is taking place in the expansion of a basically non-union company known as Distribution Centers.

This company has successfully defeated our organizing attempts in Chicago, Detroit and Cincinnati, and operates non-union in Atlanta, Baltimore and Columbus, or through an employer-dominated independent union.

Therefore be it resolved that the National Warehouse Division cooperate in a survey and organizing program through affiliated local unions so that we can end this continuing threat to our membership.

The Hosts

Left: William McCarthy, IBT Vice President and President Joint Council 10.

Right: Fred Roberto, President of Joint Council 64.

Clockwise, from top left: Sam Smith, Charles Winters, Morand Schmitt, Robert Baptiste, Norman Goldstein, Norman Weintraub, R. V. Durham, David Sweeney.

Left: Teamster General President Frank E. Fitzsimmons addressing delegates at IBT Warehouse Division meeting in Boston.

Right: Teamster General Secretary-Treasurer Murray W. Miller addressing delegates at IBT Warehouse Division meeting in Boston.

Warehouse Delegates Addressed By 'Fitz' and 'Dusty'

TEAMSTER GENERAL President Frank E. Fitzsimmons told delegates to the National Warehouse Division meeting in Boston, last month, that drastic action is needed to rescue the working man and woman from the ravages of inflation and high unemployment.

"The nation's nagging unemployment will be corrected only when proper legislation is passed by the Federal Congress," Fitzsimmons said.

The Teamster leader suggested that the Congress needs forceful direction from the people, and said that everyone should make his position known to the Congress in letters to Washington, D.C.

This kind of action, he said, will get the nation off its dead center position in which the Congress passes legislation to create employment, only to have President Ford exercise the veto.

On the question of ever-rising inflation, Fitzsimmons declared that:

"The quicker the Ford administration gets to thinking about controls on all forms of income, the quicker we will begin to solve our problems," he said.

"But, no one in Washington, D.C., wants to talk about controls. Yet, someone has to help the unemployed and the poor who are the tragic victims of joblessness and inflation.

(Continued on page 9)

**Arnie Weinmeister
IBT VP, Seattle**

**Louis Goldblatt
ILWU ST**

TEAMSTER General Secretary-Treasurer, Murray W. Miller used the forum of the National Warehouse Division meeting in Boston last month to call on Teamsters everywhere to bind themselves together in service of the more than two million rank and file members.

"Out at the job site," he said, "are over two and a quarter million members and their families who desperately need our great strength.

"They are racked by depression and inflation at the same time, and our national leadership does nothing," he said.

Commenting on predictions of government officials that the national recession is over, Miller said:

"The depression—or recession, if you want to call it that—will be over when all American workers are back on the job, and not before," Miller declared.

Speaking of Teamster strength and bargaining power for the rank-and-file member, Miller said:

"We didn't get to be a great organization because of any praise in the nation's press. We became great and will grow even stronger because—at the bargaining table—we represent our more than two million members and do a pretty darn good job at it. And, we will continue to be great and dedicate ourselves to the membership."

(Continued on page 9)

Fitzsimmons: 'Inflation Erodes Living Standards'

"Inflation continues to erode everyone's standard of living, even those who are fortunate to have a job," he said.

Noting that the IBT will soon be in negotiations with the nation's trucking companies, Fitzsimmons declared:

"The membership's needs are greater than they ever have been, and we have a responsibility to provide for the needs of the members under the National Master Freight Agreement and all other contracts," Fitzsimmons said.

The National Master Freight Agreement expires March 31, 1976, and preparations are underway to begin negotiations with employers late in the Fall of the year.

Throughout his address, Fitzsimmons came back to one theme: "The American people need some help from the people who make the laws we live by."

He noted the lack of a federal energy policy, saying that if the oil companies were made to produce, we wouldn't have an energy shortage. "But, under present conditions, we will have an energy crunch next year," Fitzsimmons said.

Fitzsimmons was particularly critical of make-shift schemes to correct the nation's faltering economy, and he singled out the Administration's plan to deregulate the transportation industry.

"If this unsound scheme is implemented, wages, hours and conditions of workers employed in transportation will greatly suffer, and rural areas in the nation will go begging for transportation service," he said.

Fitzsimmons noted, for example, that regulation is not at the heart of the problem of the nation's airlines. Instead, he suggested that federal agencies should be looking at circumstances which permit larger payments for carrying foreign mail to foreign airlines than they do for U.S. airlines.

On the question of recent publicity surrounding the disappearance of former Teamster President Jimmy Hoffa, Fitzsimmons deplored the "kind of press the Teamsters are receiving." He noted that the union represents more than two million workers across the nation whom he called "loyal Americans performing a vital service to the nation."

"They do not deserve this kind of publicity and it is extremely unfair," he said.

Fitzsimmons said that the union was never stronger than it is today in terms of quality contracts and good representation from the local unions to which members belong.

"Because of this kind of strength, we will overcome the unfair publicity and we will overcome the problems our members face at the job site," he said.

Delegates concurred in his assessment of the union's stability. At a news conference, Fitzsimmons dispelled rumors that he would retire by declaring he would be a candidate for reelection to the union presidency at the 1976 convention.

Delegates unanimously rose in support and interrupted the news conference with a five minute standing ovation.

Miller: 'We Will Survive 1970's and Help the Member'

The general secretary-treasurer directed hard broadsides at the nation's news media for "unfair" criticisms of the Teamsters following the disappearance of former Teamster President James Hoffa.

Miller quickly admitted that the Teamsters are not perfect. "But," he said, "I can tell you that the press and news media will not correct any imperfections we may have. We'll correct them ourselves."

He noted that the Teamsters have a pretty good method of dealing with imperfections. "We have a convention every five years with delegates from local unions who can vote to change our constitution.

"And, yes, they can change the officers of this International Union, if they want to, and the chance is going to come very shortly, next June (the date of the next International Union convention)," Miller said.

Noting his disappointment with national government leadership in dealing with the nation's economic woes, Miller called for increased political activity by the Union and its membership.

He called for increased membership by the rank-and-file in DRIVE, the union's legislative and political arm, as a means of influencing government decisions in getting people back to work and dealing with inflation.

Expressing his concern over the disappearance of Jimmy Hoffa, Miller said:

"It is no secret that over the years of working with Jim, he and I had our differences and they were many. But, I want you to know that I am one of millions who hope that Jimmy is found promptly safe, well and unharmed. And, I want you to know that my heart goes out to his family because none of us here can begin to imagine what they are going through today."

Of the many rumors caused by Hoffa's disappearance, Miller said there was one that he wanted to clearly discount.

"Those who traffic in rumors are saying that Frank E. Fitzsimmons will retire and turn the reins of the union over to Dusty Miller. To that, I say 'nuts'."

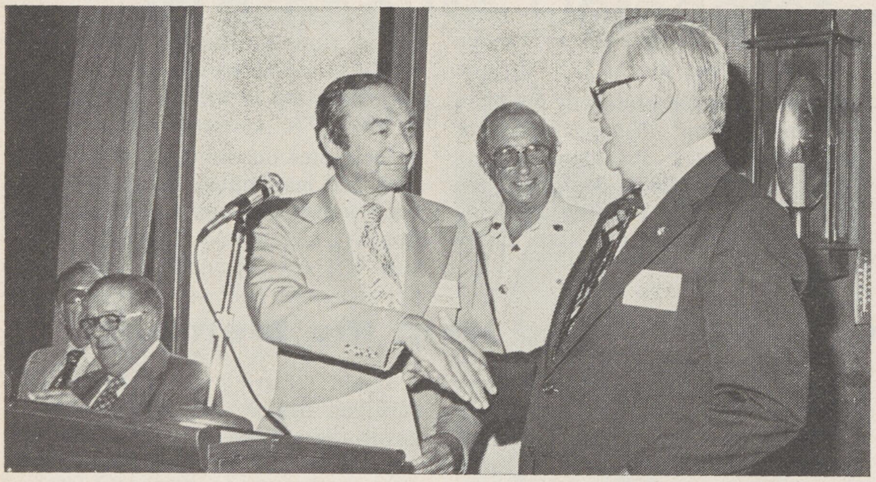
Again referring to the Union constitution, Miller said that the union's governing document does not permit anyone to turn the union to another. The leadership of this union is determined by the delegates to the convention, he said, and declared that he would be a candidate for reelection to secretary-treasurer on a slate headed by Fitzsimmons.

Of the many rumors and press reports now circulating about the Teamsters Union, Miller noted that the union experienced much the same thing in the late 1950's during the McClellan hearings.

"Many were embarrassed during those hearings. But the Old Pros who knew what it was all about were not embarrassed, and thank God for the Old Pros. Because of them we survived the 1950's and the 1960's, and we grew and prospered.

"And, we will survive the 1970's and we will continue to grow and prosper, and growth and prosperity are defined in my book by the wages and benefits we obtain for the membership," Miller concluded.

Delegates to the Warehouse Division give Teamster President Fitzsimmons a standing ovation when "Fitz" told the press he will be a candidate for reelection at the Teamsters' 1976 convention.



Wayne Horwitz, chairman of the Joint Labor Management Committee of the Retail Food Industry, presents a plaque to John Greeley for Greeley's work on the committee.

Dennis Crotty, former president of Local 852, and former chairman of Eastern Conference of Teamsters warehouse division, chats with Teamster General President Frank E. Fitzsimmons (center) and IBT Warehouse Division Director John Greeley (left).

Local 495 Gains 322 Members In 3 Elections

Teamster Local 495 of Los Angeles, Calif., gained a total of 322 new members in representation election victories during recent weeks, all at companies in Los Angeles.

Karl Ullman, Local 495 secretary-treasurer, said the organizing wins were at:

—Cal Custom Hawk, an auto accessories, repair and manufacturing firm with 140 employees including assemblers, inspectors and calibrators. The vote was 78 to 19 for another union with six "no" ballots.

—Varec Division of Emerson Electric, manufacturer of pressure gauges for all oil tanks and pipelines. Some 150 electrical and mechanical assemblers, machine operators, welders, moulders, stock-keepers and truck drivers are in the unit. The vote was 76 for the Teamsters, 5 for another union, and 42 "no union" votes. There were 3 challenges.

—Smith Decal, Inc., a decal manufacturing firm employing 32 production and maintenance workers. The vote was 19 to 9 in favor of the Teamsters.

'Instigator' Firing Case Won in Indiana

Teamster Local 193 of Indianapolis, Ind., won the National Labor Relations Board decision in a case where a worker was unlawfully fired because he was the "instigator and leader" of a union movement among the employees of Adam & Eve Cosmetics, Inc.

Upholding the findings of the administrative law judge, the Board held that the fired worker, Oscar Schwartz, was an employee entitled to the protection of the law.

The Board also found that Adam & Eve Cosmetics violated the law by coercive interrogation of workers, threatening to close the plant, and making promises of substantial benefits to employees if they voted against representation by the Teamster local union in a Board-conducted election.

Adam & Eve Cosmetics was ordered by the Board to cease the unlawful conduct and to offer Schwartz reinstatement and make him whole for any losses suffered.

Protest Registered

Calif. Farm Labor Board Members Have UFW Leanings

The Western Conference of Teamsters has registered a strong protest before the California Senate Rules Committee over some of the members named to administer the state's new agricultural labor relations act.

The legislation, which becomes effective August 28, 1975, provides for secret ballot elections for farm workers on the question of union membership.

Teamsters were especially critical of the appointment of Leroy Chatfield, who was a high level adviser to Cesar Chavez while working for eight years for the United Farm Workers Union. Chatfield has admitted doing considerable speech making for the Chavez group and has admitted participation in lettuce and grape boycotts and fund raising activities for the United Farm Workers Union.

Now, if finally confirmed by the California senate, Chatfield, from that background, will be charged with fair and impartial participation in administration of the new state law.

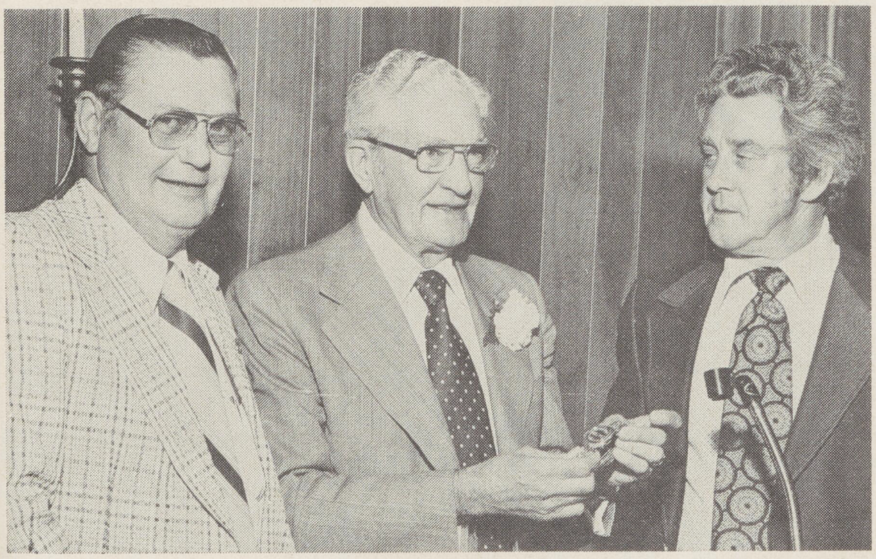
Another appointment under fire from the Teamsters is Joe C. Ortega, who has served as an attorney for the Mexican-American Legal Aid Society in Los Angeles. Ortega admits to sharing Chatfield's view that illegal aliens be allowed to vote in farm worker union elections if they are presently employed.

All five appointments to the California labor board were made by Gov. Edmund Brown, and must be confirmed by the full California Senate.

Yet another member appointed by Gov. Brown with strong leanings toward the United Farm Workers Union is Roger Mahony who has taken leave as Auxiliary Bishop of the Fresno Roman Catholic Diocese to serve as chairman of the agricultural board.

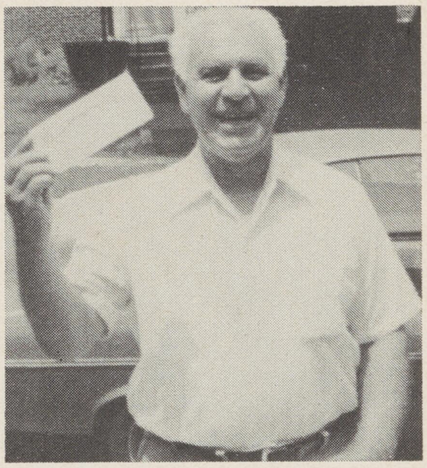
Mahony has served on the Bishop's farm labor committee, yet expressed—along with Chatfield—that he will have no trouble being fair and impartial in his board duties.

Ricketts Retires



Dick Ricketts, retiring as a business agent after many years' service for Teamster Local 970 of Minneapolis, Minn., receives a gift at a banquet of 200 friends and co-workers. Making the presentation are Earl Drange and D. F. Liljedahl, secretary-treasurer and president of the local union respectively.

Retiree



Tony Aquilla, a member of Teamster Local 557 in Baltimore, Md., retired recently after working 40 years for Hall's Motor Transit. The 60-year-old Aquilla served as sergeant-at-arms for the local union.

Beard Ruling Won by Local In Michigan

Teamster Local 283 of Detroit, Mich., won an arbitration decision recently in behalf of a bearded member who filed a grievance against Texaco, Inc.

Truck driver Paul Strasser wore a beard in spite of a company rule prohibiting them. The arbitrator decided the rule was unreasonable and that drivers could wear beards so long as they were neatly trimmed, clean, and did not constitute a safety hazard.

Air Conditioner Workers Go Teamster

A larger unit of workers employed by Keco Industries, Inc., a mobile air conditioner firm in Cincinnati, O., voted overwhemingly for Teamster representation in a recent election conducted by the National Labor Relations Board.

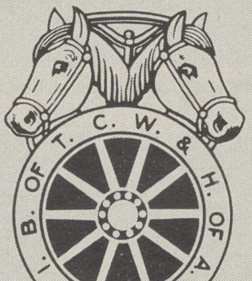
James Felder, Jr., secretary-treasurer of Teamster Local 105, said nearly 90 production and maintenance workers—including truck drivers and laboratory testers—were eligible to vote.

The ballot count was 45 in favor of the union and 10 against.

JOSEPH J. DIVINY

1903-1975

Retired Vice President


I. B. OF T. C. W. & H. OF A.

Joseph J. Diviny

JOSEPH J. DIVINY, retired vice president of the International Brotherhood of Teamsters, died August 14th in his native San Francisco, after a lingering illness.

The 72-year old Diviny was born in San Francisco, April 2, 1903. Over a span of 50 years, Diviny rose from a truck driver to the first vice presidency of the International Union. He retired in 1972.

Before becoming a Teamster, Diviny left high school early to make two trips to the Orient as an ordinary seaman. At the age of 20, he became a truck driver for Overland Freight and Transfer Company. It was from that first Teamster membership that he went on to hold many high ranking positions in the union.

He served as president of the Western Conference of Teamsters Over-the-Road and General Hauling Division, the Highway Drivers' Council of California and the Teamsters legislative council in California.

His union leadership dated from 1932 when he attended a California State Federation of Labor convention. It was then that he began to take a serious interest in union affairs.

He became vice president of Teamster Local 85 in 1934, and three years later, assumed the presidency when Mike Casey, a West Coast Teamster pioneer, died in office.

Diviny headed Local 85 until his retirement.

In addition to his local union duties, Diviny served as president of Teamster Joint Council 7 in San Francisco.

Not only a union leader, Diviny took an active interest in civic affairs. At various times, he served as a commissioner on the Golden Gate Bridge Authority and on the San Francisco Public Utilities Commission. He was a director and past president of the National Safety Council Chapter in San Francisco.

He served as director of the San Francisco Bay Area Council, the Redwood Empire Association, the Columbia Park Boys Club, and was a member of the California Toll Bridge Authority.

The former Teamster leader is survived by his wife, Eunice, a married daughter, Mrs. Dolores Larrick, two grandchildren and one great-granddaughter.

Teamster General President Frank E. Fitzsimmons said of Diviny:

"For many years, the Teamsters Union enjoyed the benefit of Joe Diviny's counsel and leadership. We experienced a great loss when Joe retired from the general executive board in 1972. We will miss him very, very much."

IBT Scholarship Application Due

Applications for the 1975-76 college scholarships are being accepted and should be submitted no later than November 30, 1975.

The fund, established by the 1966 convention of the International Brotherhood of Teamsters provides eight scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the four Area Conferences and are restricted to sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by the Federation of Regional Accrediting Commissions of Higher Education or which has membership in the Association of Universities and Colleges in Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admissions directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items:

***Parents' confidential statement:* By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Parents' Confidential Statement to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1976 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of four weeks.**

***Test scores:* All applicants must submit an official transcript as issued by the testing agency for *one* of the following tests: Scholastic Aptitude Test or American College Test.**

The tests may be taken during the applicant's junior or senior year but not later than December, 1975, for the American College Test and no later than January, 1976, for the Scholastic Aptitude Test.

***Academic record:* This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.**

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program achievement tests no later than January, 1976. Two of the achievement tests are to consist of English composition and mathematics Level I or II. The third achievement test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1976. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1975-1976 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his local union for the 12 months preceding the application deadline of November 30, 1975. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the 12 months preceding the application deadline are eligible if the member was not suspended from membership during the 12 months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but who have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1975, deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to the registration deadlines. Therefore, any applicant who submits his application in late November or early December should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1975-1976 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1975. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
LAST (Do not include Jr., II or III with your last name)

☐☐☐☐☐☐☐☐☐☐ ☐
FIRST (Use your given name, not a nickname) MIDDLE INITIAL

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
STREET

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
CITY AND STATE

☐☐☐☐☐
ZIP CODE

3. Date of Birth ______________________________
month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐

Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of high school which you are attending:

Name ______________________________

Address ______________________________

____

7. Expected date of high school graduation ______________________________ 1976

8. Early Admission Students:

☐ Check here if you are entering college on a full time basis in 1976 *without* completing high school. All early admission students are required to attach the following to his application:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1976 I will complete (Check one):

☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once.
Do not apply until your last year of high school.

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

Name City, State

First choice ____

Second choice ____

11. Full name of Teamster parent ________________________________
(please print)

Relationship (please check)

____ a. Father
____ b. Mother
____ c. Step-father*
____ d. Step-mother*
____ e. Guardian*
____ f. Other—specify relationship:* ________________________

Name and address of employer:

____
____
____

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed ____________________________ Date ________________
Teamster member

Signed ____________________________ Date ________________
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

____
Signed—Teamster member

Subscribed and sworn to before me this ______________ day of ________________, 1975 in

the City (County) of ________________ in the State of ________________.

Seal

____
(Notary Public)

My commission expires ________________________

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number ______________________________

Address ______________________________

15. Area Conference Affiliation (check one):

☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * __________, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1975.

b. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement.

c. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. _____ since ______________________ (date after 11-30-74) after depositing his withdrawal card which was taken on __________ (date), and that during the twelve consecutive months prior to his withdrawal he was not an officer or employee of this Local Union and was not suspended from membership.

e. _____ since ______________ (date after 11-30-74) after his transfer from Local Union __________ (number). Forward this application to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

____

____
date

18.

Local Union Seal

---

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number ____________, was not an officer or employee of this Local Union and was not suspended from membership from __________________, 19____ until his transfer on __________________, 19____.

21. Signature of Secretary-Treasurer:

____

____

Teamster Local Union Number

20. Local Union Seal

____

date

If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number ____________, was not an officer or employee of this Local Union and was not suspended from membership from __________________, 19____ until his transfer on __________________, 19____.

24. Signature of Secretary-Treasurer:

____

____

Teamster Local Union Number

23. Local Union Seal

____

date

* * * * * * * * * * * * * * * * * * * *

**ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE
FORWARD THIS APPLICATION DIRECTLY TO THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001**

D.C. Suburb

Arlington County Policemen Vote for Teamsters Union

ANOTHER stunning police representation election has been won by Teamster Local 246 of Washington, D.C.

Police officers of Arlington County, Virginia, a suburban area across the Potomac River from the District of Columbia, voted for Teamster affiliation.

In doing so, the Arlington officers followed the lead set two years ago by brother officers in adjoining Fairfax County, Virginia, giving the Teamster local union jurisdiction in county police unionism covering half the geography around the nation's capital city.

Arlington County supervisors okayed the election after Herman Simpson, president of Local 246, proved there was enough interest among the county patrolmen to warrant a vote. (Public employees in right-to-work Virginia are not free to bargain collectively.)

Balloting conducted by the American Arbitration Association resulted in the following certified count as 236 patrolmen and detectives were eligible to vote, with more than 90 per cent exercising the right:

—117 votes, or 54.9 per cent, for Teamster Local 246.

—76 votes, or 35.7 per cent, for the existing independent union, the Arlington Police Beneficiary Association.

—16 votes, or 7.5 per cent, for the International Brotherhood of Police Officers.

—4 votes, or 1.9 per cent, for no representation.

Simpson said the Arlington officers became interested in strong Teamster representation as a result of two developments through the months: (1) Local 246 successfully negotiated wage and fringe gains of nearly 30 per cent for the more than 400 officers employed by neighboring Fairfax County, and (2) the Arlington Police Beneficiary Association negotiated a slight, inequitable gain of which the lion's share went to supervisory officers.

Teamster Local 246 responded to the cry for help from the Arlington officers. The union's chief executive officer, Gene Hubbard, secretary-treasurer, assigned Simpson to head the organizing campaign.

Gene Hubbard

Herman Simpson

Hubbard also asked General President Frank E. Fitzsimmons for aid from the International Union offices as well as making a similar request from IBT Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters.

Fitzsimmons and Trerotola directed various departments of the IBT and the ECT to assist Local 246's organizers. The campaign got underway in what Hubbard later called a "true spirit of 100 per cent cooperation."

Among the assistance received was the organizing skill of Joe Valenti of the Central Conference, a specialist in police organizing, and Paul Gulley.

Of the 308 members of the Arlington County police force, 72 supervisory personnel were ineligible for union membership. The response of the remaining officers indicated a distaste for the old organization and a desire for the new.

When the smoke had cleared, Hubbard cited the problem of organization in right-to-work Virginia as an example of why Teamsters Union members throughout that state should get to work and elect state legislators that will outlaw RTW and make it possible for public employee unionism.

Hubbard, a frequent lobbyist at the Virginia capitol of Richmond, said unionism will remain inhibited in that state until RTW is overturned. Meanwhile, thousands of public employees —as well as other workers—are denied the options of collective bargaining.

Hubbard expressed great appreciation to both the International Union and the Central Conference of Teamsters for the invaluable assistance of their various departments.

The cooperative venture, as a result, has brought Teamster Local 246 to the pinnacle of serving as representative of nearly 700 county police officers in northern Virginia.

Firing Case Won by Local In Indiana

Stoutco, Inc., of Bristol, Ind., committed unfair labor practices by discharging two employees and issuing a disciplinary warning notice to a third worker in a case involving Teamster Local 364 of South Bend, Ind.

Agreeing with the administrative law judge, the Board ruled that the company had wrongfully fired Mitchell DeArmond and Orin A. Krontz. The company also erred in a notice to Foster D. Shell, as well as committing various other illegal acts such as interrogating employees, threatening reprisals, soliciting—all in connection with the employees' activities for Local 364.

Stoutco was ordered by the Board to cease the illegal activity, to offer DeArmond and Krontz reinstatement with backpay for lost earnings, and to expunge from its records all references to Shell's disciplinary warning.

SAFETY & HEALTH

Over 'n' Under

Tire Inflation Rule Finalized By Transportation Department

A RULE prohibiting overloading or underinflation of tires on vehicles operated in interstate or foreign commerce is scheduled to go into effect this October 1st.

The rule was finalized by the Department of Transportation (DOT) after a wait of more than a year.

While the regulation does not solve the problem of overloading the steering axle, it does go a long way toward reducing the danger of blowouts and related tire failures. Such mishaps are the No. 1 killer in truck-related equipment accidents.

Based on federal motor vehicle standards, the rule was devised by the Bureau of Motor Carrier Safety (BMCS) partly on the recommendations of manufacturers as well as technical findings of various organizations dealing with tire standards.

In addition, strong consideration was given the views of organizations responding to the notice of proposed rule making. The International Brotherhood of Teamsters was cited as an outstanding contributor in this respect.

Finally, BMCS staff investigators made studies of front-tire failures of the recent past to add still more factual information to the rule-making process.

R. V. Durham, director of the Teamsters Union safety and health department, called the tire rule a "good beginning" but was quick to add there still were some needs yet to be met to insure truck safety for both the driver and the public.

BIAS PLY TIRES

TIRE SIZE DESIGNATION	DUAL OR SINGLE	LOAD RANGE	TIRE LOAD LIMITS AT VARIOUS COLD INFLATION PRESSURES													
			50	55	60	65	70	75	80	85	90	95	100	105	110	115
10.00.20 &	D	F	3760	3970	4180	4380	4580	4760								
11.22.5	S				4290	4530	4770	4990	5220	5430						
10.00.22	D	F	4000	4230	4450	4660	4870	5070								
11.24.5	S				4560	4820	5070	5310	5550	5780						
11.00.20 &	D	F	4100	4330	4560	4780	4990	5190								
12.22.5	S				4670	4940	5200	5450	5690	5920						
11.00.22	D	F	4350	4600	4840	5080	5300	5520								
12.24.5	S				4960	5240	5520	5790	6040	6290						
10.00.20 &	D	G	3760	3970	4180	4380	4580	4760	4950	5120	5300					
11.22.5	S				4290	4530	4770	4990	5220	5430	5640	5840	6040			
10.00.22	D	G	4000	4230	4450	4660	4870	5070	5260	5450	5640					
11.24.5	S				4560	4820	5070	5310	5550	5780	6000	6210	6430			
11.00.20	D	G	4100	4330	4560	4780	4990	5190	5390	5590	5780					
12.22.5	S				4670	4940	5200	5450	5690	5920	6140	6370	6590			
11.00.22	D	G	4350	4600	4840	5080	5300	5520	5730	5940	6140					
12.24.5	S				4960	5240	5520	5790	6040	6290	6530	6770	7000			
10.00.20 &	D	H	3760	3970	4180	4380	4580	4760	4950	5120	5300	5470	5630	5800		
11.22.5	S				4290	4530	4770	4990	5220	5430	5640	5840	6040	6240	6430	6610
10.00.22	D	H	4000	4230	4450	4660	4870	5070	5260	5450	5640	5820	6000	6170		
11.24.5	S				4560	4820	5070	5310	5550	5780	6000	6210	6430	6630	6840	7030
11.00.20	D	H	4100	4330	4560	4780	4990	5190	5390	5590	5780	5960	6150	6320		
12.22.5	S				4670	4940	5200	5450	5690	5920	6140	6370	6590	6790	7010	7200
11.00.22	D	H	4350	4600	4840	5080	5300	5520	5730	5940	6140	6330	6530	6720		
12.24.5	S				4960	5240	5520	5790	6040	6290	6530	6770	7000	7220	7440	7660

RADIAL PLY TIRES

TIRE SIZE DESIGNATION	DUAL OR SINGLE	LOAD RANGE	TIRE LOAD LIMITS AT VARIOUS COLD INFLATION PRESSURES													
			55	60	65	70	75	80	85	90	95	100	105	110	115	120
10.00.20 &	D	F	3760	3970	4180	4380	4580	4760								
11.22.5	S				4290	4530	4770	4990	5220	5430						
10.00.22	D	F	4000	4230	4450	4660	4870	5070								
11.24.5	S				4560	4820	5070	5310	5550	5780						
11.00.20 &	D	F	4100	4330	4560	4780	4990	5190								
12.22.5	S				4670	4940	5200	5450	5690	5920						
11.00.22	D	F	4350	4600	4840	5080	5300	5520								
12.24.5	S				4960	5240	5520	5790	6040	6290						
10.00.20 &	D	G	3760	3970	4180	4380	4580	4760	4950	5120	5300					
11.22.5	S				4290	4530	4770	4990	5220	5430	5640	5840	6040			
10.00.22	D	G	4000	4230	4450	4660	4870	5070	5260	5450	5640					
11.24.5	S				4560	4820	5070	5310	5550	5780	6000	6210	6430			
11.00.20	D	G	4100	4330	4560	4780	4990	5190	5390	5590	5780					
12.22.5	S				4670	4940	5200	5450	5690	5920	6140	6370	6590			
11.00.22	D	G	4350	4600	4840	5080	5300	5520	5730	5940	6140					
12.24.5	S				4960	5240	5520	5790	6040	6290	6530	6770	7000			
10.00.20 &	D	H	3760	3970	4180	4380	4580	4760	4950	5120	5300	5470	5630	5800		
11.22.5	S				4290	4530	4770	4990	5220	5430	5640	5840	6040	6240	6430	6610
10.00.22	D	H	4000	4230	4450	4660	4870	5070	5260	5450	5640	5820	6000	6170		
11.24.5	S				4560	4820	5070	5310	5550	5780	6000	6210	6430	6630	6840	7030
11.00.20	D	H	4100	4330	4560	4780	4990	5190	5390	5590	5780	5960	6150	6320		
12.22.5	S				4670	4940	5200	5450	5690	5920	6140	6370	6590	6790	7010	7200
11.00.22	D	H	4350	4600	4840	5080	5300	5520	5730	5940	6140	6330	6530	6720		
12.24.5	S				4960	5240	5520	5790	6040	6290	6530	6770	7000	7220	7440	7660

The most important section of the tire rule declares:

“In no case shall any tire be loaded beyond or inflated above the maximum load rating and inflation pressure marked on its side wall in accordance with Federal Motor Vehicle Safety Standard No. 119.”

Standard No. 119 requires that all new commercial vehicle tires be stamped with information relating to load range, maximum inflation pressure and maximum load capacity.

Durham commented that one certain result of the tire rule is that every driver worth his salt will have to carry and use a tire gauge knowledgeably. “Guesstimates” won’t do the job.

The controlling factor in determining allowable tire loads, said Durham, is the inflation pressure.

Higher load ranges simply mean that the tires are capable of withstanding greater air pressure—and more pressure means more weight.

“The problem for the driver, however,” Durham said, “is that he needs a pressure gauge and a copy of the chart in order to determine whether or not the load is within legal limits.”

There already is strong evidence that the government really means business on the new tire rule.

BMCS, even as it was publishing the regulation, denied a petition by the American Trucking Assns., and the National Automobile Transporters Assn., urging that front axles of auto carriers be allowed to carry 7,000 pounds per tire instead of a maximum rated load of 5,430 pounds for 10.00—20, load range F tires.

Replied BMCS: “The continuation of what is apparently a flagrantly unsafe operating practice is unacceptable to the bureau, and no exception is being granted for this industry.”

“We are pleased that the Bureau of Motor Carrier Safety has finally issued a regulation that prohibits the overloading of truck tires. As a result, with proper enforcement by the Department of Transportation, our members who drive trucks will have a much safer job. In a recent study by DOT it was established that tire failure was the number one killer in accidents involving motor truck defects or mechanical failure. Needless to say, this is a major concern of our organization. Much effort has been put forth by our safety and health department to obtain this added protection for our members.”—Frank E. Fitzsimmons, General President of the International Brotherhood of Teamsters.

There has been another development in recent months that promises truck drivers some defense against an employer who insists they wheel faulty equipment, including a rig with the wrong tires, onto the highway.

The National Labor Relations Board, in a decision, gave notice that employers will suffer adverse rulings if they try to punish a driver who refuses to drive a vehicle he thinks is unsafe. That certainly could include tires.

The Board ruled that a driver’s opinion that a truck was dangerous—afflicted with a bad shimmy—was based on years of over-the-road experience, and not the “unfounded fear one might find in a person driving a tractor-trailer rig for the first time.”

New Tire Sidewall Definitions

Understanding tire limits under the new Bureau of Motor Carrier Safety Rule regarding overloading and underinflating of motor truck tires will require careful reading by drivers.

Tires manufactured after March 1, 1975, must be stamped with information relating to load range, maximum inflation pressure and maximum load capacity. The rule utilizing that information goes into effect October 1, 1975.

Take, for instance, three different tires—load range F, load range G, load range H—all sized 10.00-20 bias ply. The sides of the tires, to meet government requirements, must read in this manner:

Load Range F

Max. load single 5430 lbs. at 85 psi cold
Max. load dual 4760 lbs. at 75 psi cold

Load Range G

Max. load single 6040 lbs. at 100 psi cold
Max. load dual 5300 lbs. at 90 psi cold

Load Range H

Max. load single 6610 lbs. at 115 psi cold
Max. load dual 5800 lbs. at 105 psi cold

DOT Studies Dangers of Auto Mishaps

REDUCING unexpected auto breakdowns, one of the most dangerous of all traffic hazards, is the subject of a study now being made by the Department of Transportation.

The survey is centered in the Washington, D.C., area—one of the most congested traffic areas in the nation.

Underscoring the importance of the project, the National Highway Traffic Safety Administration said a pilot study in one large state revealed that about 100 people are killed annually as a result of vehicle disablements on the highway. The deaths occur whether the motorists remain in the car or walk to get assistance.

Preliminary statistics already gathered show that about half the car breakdowns on the road involve tire failures and running out of gas. The remainder are brought about by malfunctions of the engine, fuel system, cooling system, ignition system and transmission.

Data collected in the study will be computerized to indicate potential manufacturing defects, pinpoint specific mechanical problems that may exist, advise owners of maintenance schedules so as to prevent failures that might lead to breakdowns, and develop improved periodic motor vehicle inspection procedures.

SAFETY & HEALTH

Safety and Health

OSHA Establishes Rules On Chloride Transportation

RULES governing the handling, including transportation, of vinyl chloride (VC) and polyvinyl chloride (PVC) have been established by the Occupational Safety and Health Administration (OSHA).

The rules were designed primarily for workers in plants and factories where the chlorides are produced.

Exposure of transportation workers to VC and PVC is not comparable to that of manufacturing workers because of differences in the nature of their work. Ordinarily, transportation workers are subject to either very low or no exposure at all.

Shipments of VC are classed as flammable compressed gases and move primarily in tank trucks and tank cars. They hardly ever move by van type vehicles but when they are so transported it is in cylinders.

OSHA rules called for distinct labeling and identification of containers to meet the requirements of the Department of Transportation with the goal of preventing gas escape and to protect against the hazard of flammability.

Polyvinyl chloride represents about 40 per cent of all plastic materials moving by truck—estimated at more than two billion pounds annually.

OSHA's rules again stipulate labeling and identification requirements. It is noted that PVC itself is not hazardous and thus there is no danger from coming in contact with it accidentally. The prime danger is that VC gas might be trapped in the material and released into the atmosphere.

Training Programs

The OSHA rules require employers to monitor and measure exposure levels for shipments of both VC and PVC. Also required is a 9-point program of training for transportation employees, including:

1. Explaining the nature of the health hazard for chronic exposure to VC, specifically the carcinogenic hazard.
2. Explaining the specific nature of operations which could result in exposure to VC in excess of permissible limit and the necessary protective steps needed.
3. Explaining the purpose for, proper use and limitations of protective devices.
4. Explaining the hazard and acute toxicity of VC and necessary protective steps.
5. Explaining the purpose for and a description of the monitoring program.
6. Explaining the purpose for and description of the medical surveillance program.
7. Explaining emergency procedures.
8. Providing specific information to aid employees in recognition of conditions which may result in release of VC.
9. Reviewing the standard at the employee's first training and indoctrination program and annually thereafter.

Additionally, the OSHA regulations require employers to maintain records of monitoring, and appropriate records of a medical surveillance program if it is necessary to have one. Workers or their representatives must be granted access to examine and copy records of required monitoring and measuring.

Safeguards Needed For Health

"When we spoke of 'industrial health,' we used to mean merely a concept of factory conditions that minimized maiming and amputation in the course of a manufacturing process.

"Today, we have come a long way from that primitive position. We recognize now that working conditions that do not inflict visible injuries still can result in illness and death. As we learn more about the human body and about what influences it, we realize that safeguards must be provided that are far more comprehensive than previously believed.

"New health standards increase the cost of industrial products. But whatever the cost, it must be paid in a society dedicated to the proposition that all men are created equal and that each citizen is entitled to the equal protection of the laws.

"It would be a travesty on American society if our well-advertised individual rights were only political, and our lives and health were subject to exploitation by anyone powerful enough to control the environment in which we work.

"I believe that, in America, an individual's rights are personal as well as political and that we must effectively guarantee them."—Sen. Charles McC. Mathias, Jr., April 15, 1975.

True or Not— Here's Tale After Wreck

The British Columbia-Yukon Teamster, **official publication of Teamster Joint Council 36, reported that the following note was found by a driver under his windshield wiper:**

"I have just smashed into your car. The people who saw the accident are watching me. They think I am writing down my name and address for you. They are wrong."

● Hospital Win

A strong majority of hospital workers voted for representation by Teamster Local 986 of Los Angeles, Calif., in a recent National Labor Relations Board election at Westwood Psychiatric Hospital.

Dotson Bennet, director of the public employees division of the local union, said 36 technicians, aides and nurses' aides as well as office workers were eligible to vote. The tally was 20 to 15 with a single vote for another organization.

Why Celebrate Labor Day?

LABOR DAY is the one holiday of the year devoted to working men and women. It is deeply rooted in the union movement. And perhaps the best way to understand the holiday's true meaning is to look into the past, to see its origins.

Labor Day was first celebrated by a small number of union men in 1882. What a monument they built for themselves! They were first laughed at, then ridiculed, then scorned, but they were never discouraged. In 1884, the American Federation of Labor, by resolution, declared the first Monday in September of each year Labor's national holiday.

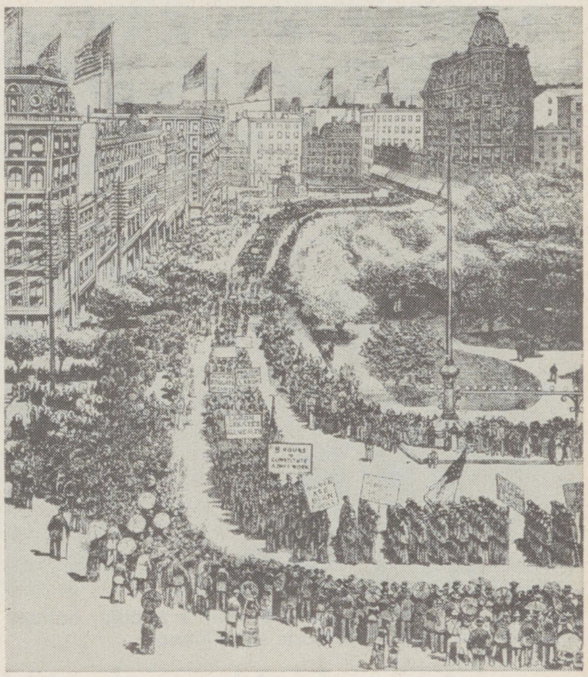
Through the years Labor Day grew in importance. Government recognition came through municipal ordinances passed during 1885 and 1886. The first State bill was introduced into the New York Legislature, but the first to become law was passed in Oregon on February 21, 1887. By 1894 a majority of the States had created a legal holiday in honor of working people, and on June 28 of that year President Grover Cleveland signed an act of Congress making the first Monday in September of each year a legal holiday for federal employees and the District of Columbia and the Territories. What started as a parade and picnic had become a national holiday.

Looking back through old issues of the magazine, you can see what Labor Day and the labor movement meant to its pioneers.

"What Does Labor Want?" someone asked Samuel Gompers in the early days of organizing. "It wants the earth and the fullness thereof," he answered. "We want more schoolhouses and fewer jails, more books and fewer arsenals, more constant work and less crime, more leisure and less revenge—in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful and childhood more happy and bright."

When labor began its fateful march toward unity, perhaps not even the movement's leaders knew how well the tree they had nurtured would grow. They did know that the soil was rich and the roots strong.

Early unionists believed in organization and unity; they believed in collective bargaining between employer and employees, and establishing a high enough wage scale that the standard of living would advance rather than go back. They believed in the justice of equal wages for both men and women for equal work. They believed that children had the right to a decent education, and yes, a childhood, instead of a lifetime devoted to toil. They believed in making sacrifices, fighting fights, and getting laws changed.



The first Labor Day parade on September 5, 1882, as drawn for Frank Leslie's Illustrated Newspaper, represented the dawn of a new era for the working man in this country.

In 1904, 20 years after the first Labor Day, the *Official Magazine's* editor wrote: "The last summer holiday is set aside in honor of what is probably the most fruitful thing in life. To labor we owe wealth, happiness, health and progress . . . Let us acknowledge what has already been accomplished and place no barriers to its future achievements."

"No workman has received more benefits from organization than the teamster," he wrote. "We were left for years without any systematic form of organization to care for our interests and were treated according to the employer's idea of what he believed our services were worth. The teamster had no way of resenting the unjust treatment that was heaped upon him. His employer, the shipping clerk, the freight agent, and in fact everyone with whom he came at all in touch felt that they were at liberty to abuse and give orders to the teamster."

By 1914, the union had begun reminding new teamsters what Labor Days represented to their fathers. New members "may not thoroughly understand the importance of Labor Day," long time President Daniel Tobin wrote, "but for a number of years the struggling trade unionists of the country were fighting for the establishment of one day of rest in honor of the workers of the nation."

Many favorable conditions have "been brought about because many of the men who are real trade unionists have shown the proper spirit by keeping up the agitation until victory has been achieved."

The life the union tried to ease for the workers wasn't ever an easy one. When selected for the work, a man had to be healthy and rugged to qualify. Dust and cinders flying up from the road and intense glare from the sun made eye strain, with resulting headaches, stomach trouble, pains in the neck, and eventual bad eyesight occupational hazards most men accepted if they wanted jobs.

In 1928, as the union lauded its gains during its 25th anniversary year, an officer said: "Many big things have been accomplished in these twenty-five years to put our organization on the footing it is at present. When you stop

MISCELLANEOUS

In the early 1900's, Labor Day was a popular holiday with picnics, festivities and speeches to mark its historic significance.

to think of the handicap we started with in the trade union movement, being termed what is known as an unskilled trade, our present prosperity is remarkable. Many seemed to think it would not be possible to organize any of these lines.

"The old timers who are still employed in the teaming business can well remember when the pay was eight, nine, ten and eleven dollars per week, with the hours anywhere from five in the morning until you were through, which might mean eleven at night. To be paid for overtime was unheard of; even then you were not sure of a day's work, for if you were ten minutes late, some other poor creature like yourself was given the place for the day, and you were informed if you wanted the job to be on time the next day.

"Sundays were not days of rest either. You were expected to go to the stables to clean your horses, wash and soap the harness, polish any metal and, in many cases, wash the wagon. You can imagine the time left for any who had to attend church.

"Only two holidays were ever given any notice by team owners— Fourth of July and Christmas. The reason the Fourth was given did not mean that they were patriotic; the horses could not be risked out on account of firecrackers; at that, some had to work anyway. Christmas you did get off, like the other holiday—without pay—though you may have worked half the night delivering Christmas packages to the more fortunate. Here and there, a firm might give a turkey to a married man (they were cheaper in those days) or two dollars to a single man. This was all the recompense you got for overtime and Sunday work the year round.

"The hardships of those days made real, fighting men. Their organization was not all set up in working order for them to walk in and join in order to get the prevailing rate of wages and decent hours. They had to fight for it every day of their lives."

If that wasn't bad enough, in some companies the employer assumed the right to govern other things as well. The Carson Pirie Scott & Co. in the 1860's governed not only the working hours of its employees (from 6 a.m. to 9 p.m.) but their few leisure hours as well.

"The employee who is in the habit of smoking Spanish cigars, being shaved at the barber's, going to dances and other places of amusement will surely give his employer reason to be suspicious of his integrity and honesty," the code of conduct read. "Each employee must not pay less than $5 per year to the church and must attend Sunday school regularly. Men employees are given one evening a week for courting and two if they go to prayer meeting." This was the type of "protection" and benefits employees received, before unions were formed!

Workers often lived in unsanitary tenements, shacks or company houses, exposed to the constant fear of sickness unprovided for and of old age insecure. Education, health care, and child care were unheard-of luxuries.

The men who began the labor movement sought little for themselves, but firmly believed the day was coming when the great mass of workers would come into their own, gaining a better life and living conditions for themselves and their families, and education for their children in order that they might have an equal chance with others for a good life.

For many years after that first hard-won Labor Day, parades, picnics, games and sports, and mass meetings with speakers marked the day which symbolized all the working man was fighting for.

That battle over the years has included fights for an eight hour day, restrictions on child labor, health and safety protections, equitable wages for a hard day's work, reasonable hours and overtime compensation, and laws to give workers the same rights as big business before the courts.

Gone are the sweat shops, children in the mines, families deprived of a breadwinner because of a senseless accident, and children abandoned in the streets by mothers who can't afford to feed them.

Unemployment compensation, social security, medicare and medicaid, the Occupational Safety & Health Act and pension programs stand as monuments to their efforts.

Working men and women created Labor Day as a celebration of their cause. Today, it stands as a memorial to all they fought for and won.

Massachusetts Local Grants Scholarships

Teamster Local 170 of Worcester, Mass., recently awarded four college scholarships worth a total of $3,000 to children of members of the local union.

James Millett, Local 170 secretary-treasurer, said the grants, supported solely by the union membership, were made to:

—Juanita Havalotti, $1,000, daughter of Tomoko Havalotti.

—Lisa Yacino, $1,000, daughter of Felix Yacino, Jr.

—Frederick LeCour, Jr., $700, son of Frederick LeCour, Sr.

—Virginia Falcone, $300, daughter of Marion Falcone.

LEGISLATIVE REPORT

Minorities Gain

Congress Extends Voting Rights Act

CONGRESS has extended the Voting Rights Bill of 1965 for seven more years and broadened its coverage to Spanish-speaking citizens.

The Teamsters Union and most of organized labor supported the renewal of the important legislation which, when first passed 10 years ago, had more impact on civil rights than any other single bill enacted by Congress.

In the new measure, the coverage is expanded to extend voting rights to significant numbers of not only Spanish-speaking Americans but to American Indians, Asian Americans and Alaskan natives defined as minorities.

In addition, the law seeks to increase voter participation among language minorities that reside in areas not originally covered in the law. It requires bilingual elections in sections with significant numbers of language minorities whose illiteracy rate is higher than the national average.

The House of Representatives passed a measure extending the law for 10 more years. But the Senate, after defeating destructive amendments by southern conservatives, approved an identical measure but limited it to seven years. Rather than go to a House-Senate Conference, and faced with an August 6th deadline for expiration of the first law, the House agreed to accept the 7-year extension.

President Ford indicated he would sign the bill into law.

Since its enactment in 1965, the voting rights law has had a tremendous impact both from a political and a social standpoint.

Voting rights were guaranteed to black people in six southern states—Alabama, Georgia, Louisiana, Mississippi, South Carolina and Virginia—as well as many counties in North Carolina and some backward counties in other parts of the country.

The legislation was designed to ensure voting opportunities for blacks who had been consistently denied the right to register and vote.

Jurisdictions covered by the law were those that had a literacy test or similar devices in effect in 1964 and in which less than 50 per cent of all voting age citizens had been registered or voted in the 1964 or 1968 presidential elections.

Under the law, states and political subdivisions are required to submit any election changes to the attorney general for preclearance. If the attorney general found that a proposed change had the intent or effect of discrimination he could veto it.

The Justice Department was authorized also to send federal registrars and voting examiners to covered jurisdictions to observe the election process.

In Fiscal '75

472,404 Workers Underpaid By Dishonest Employers

EMPLOYERS underpaid almost a half-million workers, despite federal wage and hour laws, during fiscal 1975, according to the Department of Labor.

Bernard E. DeLury, Assistant Secretary for Employment Standards, said underpayments of workers increased 13 per cent over amounts found due in fiscal 1974.

A total of $108,856,805 was found owed to 472,404 workers illegally underpaid in the past year under various federal laws. In the previous year, the Wage and Hour Division found $96.6 million due more than 357,000 workers.

The income restored to workers also increased this year, with $58,187,769 actually returned to 380,254 underpaid employees. This money is up 17 per cent from the $49.9 million restored to 261,000 workers in fiscal 1974.

The total number of workers with wages restored under the individual laws exceeds the actual total number of individuals counted under all laws because some employees were found to be underpaid in violation of two or more requirements.

The major reason for the difference between the total money found due and the amount actually paid to employees is employers' refusals to pay back wages in cases unsuitable for litigation by the Labor Department. In such cases, employees have the right to institute private and independent action for recovery of back wages due. The substantial amounts of wages which employees recover in this way are not reflected in departmental statistics.

Another reason for the difference is the 2-year statute of limitations, which generally limits the recovery of back wages to a 2-year period prior to the time the department has filed a complaint against an employer.

The Wage and Hour Division enforces a number of worker protection laws, among them:

The Fair Labor Standards Act (FLSA), which sets minimum wage, overtime pay, and child labor standards; the FLSA equal pay provisions which require that men and women receive equal pay for doing substantially equal work in the same establishment; the Age Discrimination in Employment Act which prohibits employment discrimination against workers aged 40 to 65; the federal wage garnishment law which limits the amount that can be garnished from an employee's pay; and a number of laws setting wage and hour standards for workers on government contracts.

LEGISLATIVE REPORT

Labor Dept. Says:

Contract Settlements Gain During First Half of 1975

MAJOR collective bargaining settlements in the first six months of 1975 provided for larger wage increases than contracts negotiated during the same period in the previous year.

Preliminary statistics issued by the Labor Department's Bureau of Labor Statistics indicated that wage gains averaged 11 per cent for the first contract year and 8 per cent annually over the life of the agreement. The figures compared with 9.8 per cent and 7.3 per cent respectively in 1974.

Excluded in the measurement formula were possible gains under cost-of-living clauses.

The 1975 data relates to 344 collective bargaining settlements, covering 1.3 million workers. The settlements were concluded primarily in the construction, railroad, lumber, and petroleum industries.

Other key features of the contracts reached during the first half of 1975 include:

—Wage and benefit gains combined, in contracts covering 5,000 workers or more, averaged 11.3 per cent for the first year and 7.6 per cent annually over the life of the contract. This compares with 10.7 and 7.8 per cent, respectively, in 1974.

—Contracts concluded during 1975 had an average duration of 28.0 months, compared with 21.7 months when the contracts were previously negotiated. First-year gains were greater than those deferred to subsequent years and their size tended to increase as contract duration grew. However, second and third year adjustments and average adjustments over the life of the contract had no consistent relationship with contract duration.

In the manufacturing sector, wage-rate adjustments averaged 10.9 per cent in the first contract year and 8.4 per cent annually over the life of the contract. Comparative adjustments in 1974 were 8.7 and 6.1 per cent.

In nonmanufacturing, adjustments averaged 11.0 per cent in the first year and 7.8 per cent annually over the life of the contract, compared with 10.5 and 8.0 per cent respectively in 1974.

Settlements in the construction industry averaged 8.1 per cent for the first year and 7.8 per cent annually over the life of the contract, compared with 11.0 and 9.6 per cent for 1974.

During the first 6 months of 1975, new escalator provisions were adopted in 51 settlements, covering 407,000 workers. Escalator clauses now cover approximately 56 per cent (5.7 million) of all workers in major bargaining units.

Challenge Fails

Election Reform Law Ruled Legal After First Court Test

THE 1974 election reform law, strongly supported by organized labor when it went through Congress, has met and passed its first legal test.

An 8-judge panel unanimously upheld most of the main provisions of the law, noting that any "incidental impact" it might have on free speech was fully warranted in view of the history of big-money abuses in American politics.

The reform law was challenged by a group under the leadership of Senator James L. Buckley of New York and former Senator Eugene McCarthy of Minnesota. They indicated they would appeal the court decision.

The 1974 election reform law authorized public financing of presidential elections. It also called for strict disclosures of contributions and expenditures. Further, it limited the amount of money a person may give to candidates for federal office as well as limiting the candidates' expenditures.

Buckley, McCarthy and colleagues challenged the law with the principal argument that its limits on financial contributions curtailed the freedom of contributors and candidates to express themselves in the political process.

Warning that the "corrosive influence of money" has blighted the election process in recent years, the judges concluded: "The situation not only must not be allowed to deteriorate further but . . . cannot be tolerated by a government that professes to be a democracy."

Although four of the judges dissented to portions of the ruling, their dissents generally centered on incidental sections of the law.

It was also pointed out in the ruling: "Revelations of huge contributions from the dairy industry, a number of corporations (illegally) and ambassadors and potential ambassadors, made the 1972 election a watershed for public confidence in the electoral system.

The judges decided that the impositions were overshadowed by the need for curbing "ever-increasing campaign expenditures and reliance on large contributions from monied and special interests."

As to the plaintiffs' objections to the rules on disclosure—including the requirement that names and addresses of $10 contributors be recorded—the court said that openness in political expenditures justifies a small sacrifice of privacy.

The court rejected arguments that public subsidies for presidential candidates was a misuse of taxpayers' money and gave candidates of the two major parties an unfair advantage of minor-party and new-party candidates.

The judges emphasized that anyone who does not want his money to go to candidates he doesn't support "can simply refrain from checking off his dollar" in the tax-return box. The system for financing minority or new-party candidates, the court added, is not "invidiously discriminatory."

The panel found only one provision of the law unconstitutional—a provision requiring disclosure of information by anyone who spent money to influence an election. The wording in the law, it said, could be interpreted to include groups involved in "completely nonpartisan discussion of issues."

The court did not rule on a challenge to the illegality of a Federal Election Commission, created to enforce the act. Since the commission has not yet exercised most of its power, the question is not yet a "ripe" constitutional issue, the judges declared.

Electronic System

Cargo Security Program Undergoing Evalution

AN air-ground electronic system designed to detect and locate a hijacked cargo truck has been tested and is now undergoing evaluation by the Department of Transportation (DOT).

DOT conducted a demonstration of the system in the New York City area recently.

The system involves equipping a truck with a small "transponder" which responds to an ultra-high frequency signal sent from an electronic interrogator unit carried in a helicopter or other aircraft.

Return signals from the transponder permits the aircraft to "home in" on the hijacked truck and mark its position.

The system also includes a ground-based capability, such as an unmarked police car equipped with a similar interrogator unit to aid in searching out the hijacked truck. The interrogator car is used along with the aircraft to more rapidly pinpoint the target truck.

The transponder unit remains silent until it is called by its discrete address and therefore is not detectable by surveillance or monitoring equipment.

Approximately one inch thick, the transponder is six inches wide and 7.5 inches long. When in operation, it can be put inside an unmarked box and placed with the other cargo inside the truck, making the unit hidden from visual detection by hijackers.

Another antihijacking aspect of the system is that when a hijacking is successful, the hidden transponder remains with the cargo. And it will respond to its interrogator from anywhere—another truck, a warehouse or wherever it is taken—thereby aiding authorities to locate the stolen cargo.

The demonstration was part of a continuing program of DOT's Office of Transportation Security to develop methods for cutting theft-related cargo losses which currently exceed one billion dollars annually nationwide.

The system, in preliminary tests, was found effective when the aircraft was flying at an altitude of up to 7,000 feet. In open, non-urban areas, the transponder signal in the target truck was detectable from a ground distance of 30 miles.

Polygraph Measure Introduced

Legislation to ban the use of the polygraph—so-called "lie detector"—for employment purposes has been introduced in Congress.

Rep. Edward Koch of New York submitted the measure with more than 30 co-sponsors. The congressman noted that an estimated 200,000 workers annually are subjected to lie detector tests in employment situations. He called such testing a violation of workers' constitutional rights.

Koch contended companies could readily develop new and more efficient methods of detecting suspected thieves, adding, "There is no convincing evidence of the reliability of the polygraph device."

Probe Urged Into ABC 'Foundation'

Michigan Rep. James O'Hara has asked the Internal Revenue Service to probe operations of the anti-union Associated Builders and Contractors Merit Shop Foundation.

O'Hara sent material to Donald Alexander, IRS commissioner, revealing that the foundation is receiving illegal funds. Rep. William Ford, also of Michigan, commented that he was "extremely concerned about the apparent misuse of tax-exempt money."

The Merit Shop Foundation was set up by ABC to funnel tax-exempt money into various anti-union propaganda efforts. It was established under laws and IRS regulations which state clearly that such a foundation cannot attempt to influence legislation.

Yet, the Merit Shop Foundation has illegally earmarked $25,000 to "revise or appeal" the Davis-Bacon Act, according to its own private documents unearthed by Michigan union leaders.

Said O'Hara in his letter to the IRS: "If they are going to lobby, let them do it out in the open like everyone else, with their own money and not under cover of tax exemption."

Voluntary Program

New Check Deposit System Set for Social Security

SOCIAL SECURITY recipients soon will have the choice of having the government deposit their benefit checks directly with a bank or other financial institution.

The direct deposit program—deemed a success after a pilot program in Florida and Georgia—will be voluntary. Upon being notified that the program is available locally, the recipient may get the form needed from wherever he banks.

Notifications of the new program will be sent along with Social Security payments to beneficiaries in different parts of the country during August, September and October.

Officials of the Social Security Administration said that direct deposits will be made by mail in the beginning of the program. Starting next year, the deposits will be made electronically by the Treasury Department in a system known as "electronic funds transfer."

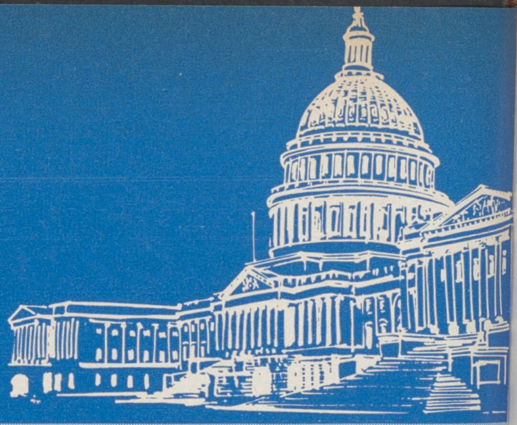
It is expected that the deposit system will be nationwide by the end of 1976.

Not only Social Security checks but all other regular government payments—including civil service retirement and payroll checks—eventually will be worked into the system.

By 1980, the government hopes that at least 40 per cent of all the 44 million regular monthly federal government payments it makes will be made by direct deposit.

Officials stressed that the program is voluntary, both for the recipient and the financial institution.

Legislation, Politics, Government



• COORS BEER SPONSORS REAGAN

No one was surprised when Coors Beer, one of the most anti-union companies in the United States, hurriedly signed up as one of the sponsors of Ronald Reagan's radio broadcasts. Reagan, former California governor, has long been famous for a slick, arch-conservative view. Before entering politics, he stumped the land for General Electric with attacks on unions and social legislation.

• FOOD PRICE WHITEWASH?

Consumer-conscious congressmen are up in arms about three recent government reports on food chain profits. Reports by the Federal Trade Commission, the Council on Wage and Price Stability, and the Agriculture Department seem to obscure rather than clarify the picture.

• CORPORATE INVESTIGATION

The Internal Revenue Service has been investigating more than 100 corporations for possible illegal political campaign contributions or bribes in the United States and overseas as well. The IRS commissioner told a congressional committee there is reason to believe such political contributions may have tax consequences.

• CONSUMER AGENCY BILL

The House Government Operations Committee stamped approval on a bill that would create an independent federal agency to give consumers a voice in government decision making. The vote was 30 to 10. Similar legislation has been passed by wide margins several times in the past but it has always bogged down in the Senate.

• IRAN—LOVE IT OR LEAVE IT

The Shah of Iran, when abolishing all but one political party in Iran recently, said: "All those Iranians who believe in the constitution, the monarchy and the Shah-People Revolution are eligible to join the (remaining) party. Those who do not wish to do so can either stay home without having rights to criticize or leave the country forever."

• BITTER FRUSTRATION

Democrats in the House of Representatives are frustrated and reportedly are becoming bitterly divided. The reason is that they began this session of Congress with a huge majority but have failed to achieve their legislative goals. Meanwhile, there is increasing antagonism between the younger, newly-elected congressmen and their older, entrenched leaders.

• HEALTH INSURANCE CHANCES

Congressional observers believe that national health insurance may become a hot subject in Congress next year. An important reason is that the legislation is long overdue. Perhaps even more significant is the election-year allure of health insurance for the Democrat majority. On the far horizon, however, is the black cloud of presidential veto.

• KISSINGER MISTAKE?

Some Democrats are trying to figure out how to take advantage of what they believe to be a mistake by Secretary of State Henry Kissinger: extending by one year the job of Francis G. Knight who, as head of the Passport Office, reached mandatory retirement age of 70 recently. Still fresh in the memory is the flouting of the law to keep J. Edgar Hoover on the job as head of the FBI.

For Your Information

Peace Corps Comeback

The Peace Corps, which originated in the early 1960's and then fell into the doldrum of controversy is reportedly on the way to making a comeback.

Applications from would-be volunteers totaled more than 30,000 last year compared with 19,000 in 1970. High unemployment is considered responsible for the growing interest.

At its highest peak of operation in 1966, the Peace Corps employed 15,556 volunteers and trainees in 52 countries with a budget of $114 million. Today, the total is 7,318 volunteers and trainees on an $80 million budget.

Swiss Banking

Swiss government officials and the Swiss National Bank are leaning toward abolishing those bank accounts whose owners are known, by name, to only a few bank executives.

Abolition of the famous numbered account system, if it comes, will be a blow for tax dodgers, gangsters, crooked politicians and assorted thieves of other countries who have had their hot money stashes protected by secrecy.

Switzerland has had an economic problem in recent years. A heavy inflow of funds has boosted the exchange rate of the Swiss franc to the point where it hampers the country's exports.

Government statisticians have come up with the figure that the average American eats 1,000 pounds of food a year, including 102 pounds of sugar.

Moonshine Wanes

Moonshiners in the southland are in the doldrums as inflation, particularly the high cost of sugar, pushes production costs of illegal whiskey almost out of sight.

Federal revenue agents say the number of illegal stills is diminishing so noticeably that they are able to increase concentration on gun and gambling law violations.

It takes at least 10 pounds of sugar to make a gallon of white lightning or whatever else you may call it. Moonshine that sold for $6 a gallon a few years ago is now going at $15 a gallon.

Magnetic Trains

Several experiments aimed at development of magnetic trains are underway in Europe and transportation experts believe they will be practical realities by the late 1980's—or sooner.

The United States has dropped research in this area because of lack of funds, but development continues in West Germany and France. There are similar programs in Canada and Japan.

Engineers anticipate there will be a time when heavy, high-speed trains operating on the principle of magnetic levitation may streak between cities at speeds as high as 300 miles an hour.

The largest single domestic order for tire chains ever received by a company occurred recently when the Alyeska Pipeline Service Co., at Anchorage, Alaska, awarded a $500,000 contract to American Chain & Cable Co., for chains to be used on vehicles in construction of the trans-Alaska pipeline.

LSD Experiments

The Army and the Central Intelligence Agency are not the only federal organizations that conducted LSD experiments on people in recent years.

Additional disclosures in recent weeks revealed that the Department of Health, Education and Welfare administered the mind-busting drug to 2,500 prisoners, mental patients and paid volunteers between 1954 and 1968.

HEW doled out millions of dollars in grants during that period to some 30 university researchers for LSD experiments with human subjects. Government officials, however, insisted the drug was not given to anyone without their knowledge and consent.

Hug-a-Life

A physician named Heimlich has created a new rescue technique to prevent people from choking to death on food. An estimated 4,000 people die annually in such situations.

Called the "Heimlich Maneuver" (also "hug of life") the system stresses that the food-choking victim cannot speak and communicate his condition. He is unable to breathe, will shortly turn blue, then collapse. There is a 4-minute span in which the life might be saved. Here is how to do it:

Get behind the person, wrap your arms around his waist and let his head and torso hang forward. Clench your fist and grasp it with the other hand. Place both hands against the person's stomach just above the navel and under the rib cage.

The next step is to use a quick, upward thrust, pulling the fists into the person's stomach. Repeat as many times as necessary.

Often, the plug of food will pop from the victim's throat on the first try as air in the bottom of the lungs expels the blockage in the windpipe.

● Government Investigators

While it has been the FBI and the CIA that have been getting most of the publicity in recent months, the federal government has yet another 50,000 or more full-time civilian investigators on the payrolls of various agencies.

It is estimated that the small army of federal investigators—who check everything from income tax fraud to wage and hour violations as well as safety and smuggling, etc.—has grown almost 40 per cent in the past 10 years. Furthermore, the total shows signs of expanding even more.

States are not lagging, either, in one respect. It has been estimated that in California there are some 55,000 private police and guards on the payrolls of employers—more than the total of local, county and state police officers in California.

● Food Differences

There is growing confusion for consumers about the differences between so-called "health food," "natural food," and "organic food."

Generally, the definitions for the groupings are as follows:

—Natural foods are those usually prepared with no synthetic additives or preservatives and a minimum of commercial processing.

—Organic foods are those cultivated without chemical fertilizers or insecticides.

—Health food is an old term dating from earlier years when the emphasis was more on vitamins, minerals and other specific nutrients.

Happy news for parents of teenage knuckle-crackers, *The Wall Street Journal* reported recently: "A survey of 56 old and young habitual knuckle-crackers fails to disclose any unusual incidence of knuckle arthritis . . ."

The *Journal* did not suggest how to get young boys to stop making the nerve-wracking, knuckle-cracking sound.

● High-Powered Cigarettes

The federal government's ninth report to Congress on smoking and health asked for the power to ban high-tar and high-nicotine cigarettes.

The Department of Health, Education and Welfare said new scientific research has confirmed that cigarette smoking is a serious public health problem.

Congress was asked to pass legislation that would authorize the regulation of cigarettes through the power to ban the manufacture and sale of cigarettes "exceeding what are considered excessively hazardous levels of tar, nicotine, carbon monoxide and other ingredients . . ."

● Bank Robbery Protection

The banking industry in the United States is seeking to improve its robbery protection for tellers because of worries about a major increase in crime as depression and inflation continue.

Most major banks are increasing their guard forces and also installing more surveillance cameras. A bank in Boston is spending nearly $200,000 to install protective glass for tellers. Other banks are training employees what to do in case of a holdup. The first piece of advice to tellers is to hand over the money in a robbery because there is no point in provoking a shootout. Five bank employees died and 55 were wounded in robberies last year.

Official figures from the American Bankers Association are that there were 2,049 bank holdups in the second half of 1974—an increase of 700 over the same period a year earlier.

● Natural Gas Discovery

New finds of natural gas have been made near the top of the world among ice-bound Canadian Arctic island and might offset dwindling supplies in North America.

Canadian energy officials are hopeful that by 1985 as much as 50 per cent of Canadian gas consumption could come from the Arctic archipelago. The U.S. also would benefit from the find in terms of supplies.

● Worker Education

The Department of Labor says 7 of every 10 American workers are at least high school graduates and 3 of every 10 have attended college.

The latest results of a survey by the Bureau of Labor Statistics shows the continuation of a long-term trend toward more education.

As an example of the importance of worker education, officials said the unemployment rate for college graduates today is around 3 per cent; among high school dropouts, the jobless rate is 15 per cent.

● Birth Hazards

A $20 million program has been started with the aim of seeking to reduce the deaths of mothers and babies at time of birth.

The Robert Wood Johnson Foundation of Princeton, N.J., awarded the money in 5-year grants to eight medical centers across the land.

Most infant deaths occur among babies weighing less than 5½ pounds. However, federal statistics show a steady improvement in infant mortality rates over recent years.

In 1950, the infant mortality rate per 1,000 babies was 20.5 under 28 days, 8.7 under 11 months, and 29.2 under 1 year. By 1974, the rate was down to 12.1, 4.4 and 16.5 in the respective categories.

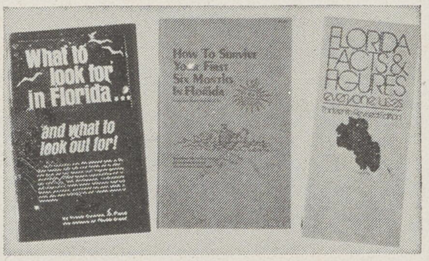
● Newspaper Readership

Research by the American Newspaper Guild has found that the greatest number of Americans reading newspapers are between the ages of 40 and 54.

An estimated 29.6 million people in that age bracket read dailies every day. The next closest group with newspaper interest is that of people 55 years and older—about 25 million. The worst record of newspaper readership was among the 15-to-20-year-olds where less than 10 million read a daily.

The percentages showed that the older a person gets, the more apt he is to keep himself informed of daily news events.

WHAT'S NEW


What to look for in Florida...
and what to look out for!
How To Survive Your First Six Months In Florida
FLORIDA FACTS & FIGURES
everyone uses

Florida: Both Pro & Con

Largely because of its climate, Florida is receiving a considerable influx of people; not only tourists, but those who consider it for permanent residence or retirement living.

Most publications on the state are "pro-Florida," but a new set of three books, sold as a unit, are available which tell, according to the distributors, "the straight facts about Florida . . . both good and bad." The titles are: "What to Look For In Florida and What to Look Out For," "How to Survive Your First Six Months in Florida" and "Florida Facts and Figures." They cover such diverse items as what the tax structure is, how the drinking water is, the job market, retirement and the housing situation.

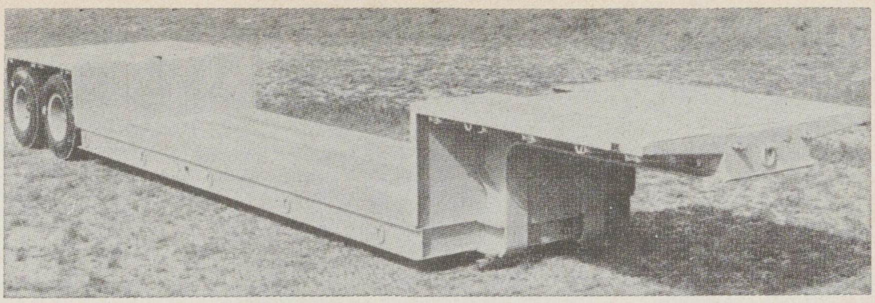
The books are marketed with a money-back guarantee.

Accident Report Cards

"Axipack" is a packet of 10 cards, all or some of which may be used to advantage by an operator of a motor vehicle involved in an accident. Quite often, drivers write down some information but, in the excitement and confusion, forget to obtain and note down vital information which may thus be lost forever. Some of this information could possibly be vital in any court actions which might arise.

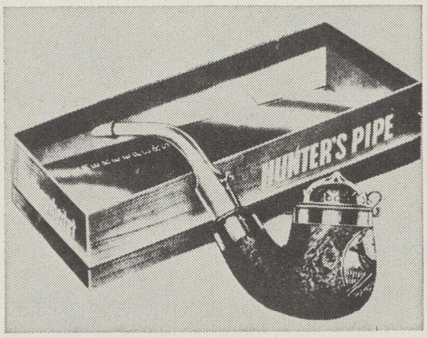
On the cover of the "Axipack" are instructions which begin with: "Remain calm, regardless of what the other driver says" and ends with "Report all accidents to your insurance agent and proper authorities as soon as possible." In between are detailed instructions on what to do with the various cards, which are fairly self-explanatory. All else needed is a pen or pencil.

According to the promoter, the cards have been highly praised by insurance agents and claims adjusters. The cards may, of course, also be carried by private drivers.



New Double-Drop Trailer

An unusual double-drop lightweight trailer with air-ride suspension for heavy-duty hauling carries loads only 20 inches above the road surface. It is constructed of special-alloy steels to provide a full 30-ton load capacity but weighs only 16,000 pounds. The LLD-30AR has decking of 1½-inch solid pine and can concentrate its full capacity in as little as 12 feet of deck length.

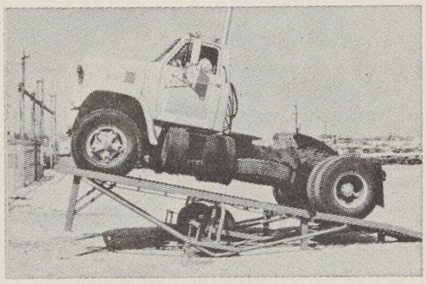


High Style for Pipe Smokers

There'll be no more burned holes in shirts and jackets if the pipe smoker buys or is the gift recipient of "The Gamekeeper" pipe. It is made in Czechoslovakia, where the art of pipe-making has been a family tradition for centuries, utilizing top-quality briar root. Each has a galeria lid to prevent blown or spilled embers. Each has an individual hand-carved game decoration with no two exactly alike, all packed in a gift box. The producer calls it a "conversation piece and collector's item as well as a joy to the pipe smoker." One thing; it is not cheap.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

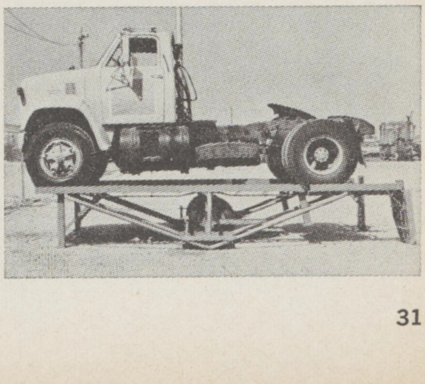
A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



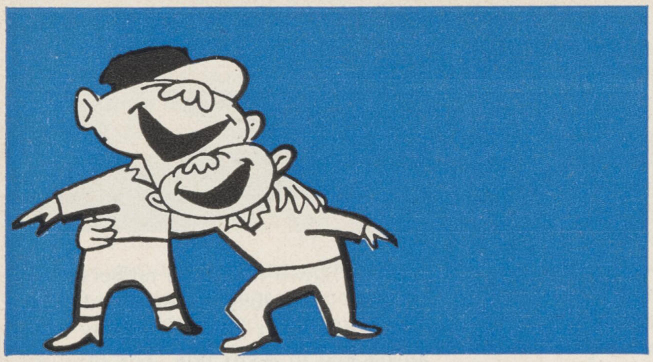
See-Saw Maintenance Rack

Called "Fast-Rack", this device makes it quick and easy to perform much maintenance work which otherwise would call for either a pit or a lift. The driver eases the rig up on the "see-saw' until the center of gravity hits the far side. Then the "see-saw" effect comes to bear and the front end goes down on the permanent legs.

It makes for quick grease jobs, oil changes, accessibility to air lines, linkages, air cylinders, drive shaft and "U" joint. There are also optional front end alignment tracks available. Other options include air jack for lifting front end and trailer hitches, wheels and lights for road use. After the job is done, the rear portion of the rack is locked in "up" position and the vehicle backed off. The whole thing is on wheels (blockable) so it can be easily placed in position or rolled under cover.



LAUGH LOAD



How to Be A Gent

Good breeding is the quality which allows one to sit and wait in silence in a restaurant while the loudmouth at the next table gets all the service.

A World of Difference

The Good Book says that "the meek shall inherit the earth." But what with wars, taxes and pollution, they ain't gonna get no real prize!

He Weighed the Evidence!

Said the car-racing fan to the hippie: "What do you think about the Indianapolis 500?"

And the Free Soul answered: "Man, like, y'know . . . they're ALL innocent!"

Daffynitions

Debate—What fishermen use to attract fish.
Acoustic—A rod used to shoot pool with.
Denial—A river in Egypt.
Drydock—A thirsty physician.
Mischief—An Indian chief's daughter.
Stagnation—A country without any women.

Retiring Any Day Now

The supervisor in our department has it all planned: "I'm simply going to wait around until the Guaranteed Annual Wage equals my take-home pay after taxes . . . then I'm gonna retire!"

There's The Trip Back

The husband announced to the wife that he had, finally, saved enough money for them to go to Europe. Delighted, she said: "That's wonderful! When will we be leaving?"

"Just as soon as I save enough more to get us back home again!"

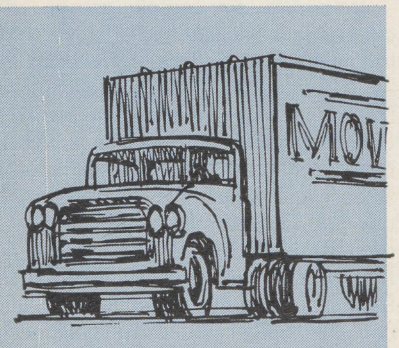
The Ring of Truth

It seems there was a very prudish manager of a maternity shop who put in a special order of wedding rings for every manikin in the store's display window.

The Best of Both Worlds

In a letter from a nine-year-old camper to his parents: "The food here is wonderful . . . and they don't make you eat it."

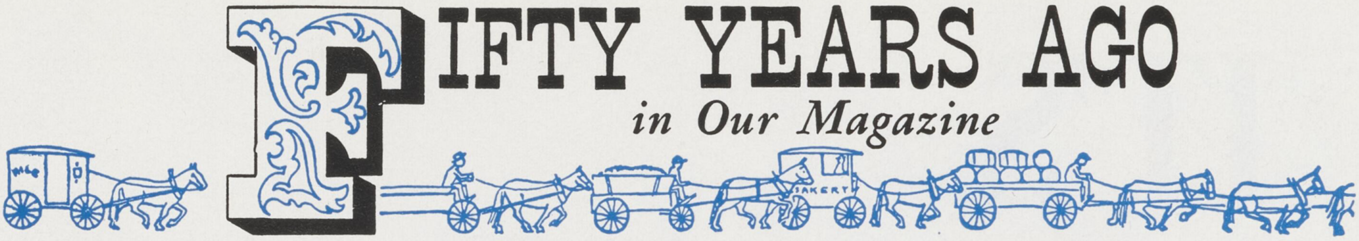
MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME..
NEW ADDRESS..
....
City State Zip Code
OLD ADDRESS..
....
City State Zip Code
LOCAL UNION NO..
SOCIAL SECURITY NO. ....
(If unknown—check with Local Union)
NAME OF EMPLOYER..

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.



FIFTY YEARS AGO

in Our Magazine

VOL. XXII *(From the September 1925 issue of the TEAMSTER)* **Number 9**

In 1925, Concern Was Great About Unemployment

The industrial reports that we have received from Washington lately indicate that both employment and manufacturing decreased in June over and above the month of May. In other words, that June was a very dull month. However, everything points to the fact that July and August will be better.

It is supposed generally throughout the country that we are going to experience better conditions during the fall and winter than we had last winter. Manufacturing, however, will not be any too healthy during the winter months and a good deal of unemployment will no doubt prevail.

While in Washington the other day, I found that the consensus of opinion was that, were an election to be held throughout the country at this time, President Coolidge would have no trouble in getting the nomination from the Republican party and undoubtedly would be elected. Even leaders in the Republican party who are not in love with him go as far as to express this opinion, but when the question is asked as to what he has done so far, or what he hopes to do, no one seems able to give an answer. The greatest force in his favor is his sterling honesty and sincerity, and his desire, under very trying and difficult circumstances, to do that which he believes is right.

His practice of remaining silent either bespeaks his desire to not convey his ideas on any certain subject or his inability to discuss serious questions pertaining either to our internal affairs or our foreign policies. The old saying is that if a man remains silent no one can say that he don't understand the question, or that he has an opinion of this own on any subject.

It would be unfair to charge the administration with the dullness in business that prevails, except that the economy policy, preached and practiced by our President, which, perhaps, may have been misunderstood or misinterpreted, had something to do with the "trimming of their sails" by every individual and corporation. My personal opinion is that the President when making this request wished it to apply only to governmental expenditures. However, when his preaching brought about the result that it did, he refused to clarify the situation by making the statement that his policies were misunderstood.

Resolutions Regarding Change of Title

AT THE convention of the American Federation of Labor held in Toronto, Canada, November 8-20, 1909, your delegates to that convention introduced the following resolution:

RESOLUTION No. 155

"WHEREAS, It is a well-known fact that in this country today the horse is becoming replaced by automobiles; and

"WHEREAS, Thousands of our members who were formerly engaged in driving horses are now operating motor trucks, automobiles and delivering merchandise, transporting passengers and hauling freight in every section of this country; and

"WHEREAS, The stablemen are the men employed in taking care of horses, harnessing, cleaning, etc., and are directly a part of the teaming industry, we desire to request this convention to grant us, the International Brotherhood of Teamsters, jurisdiction over all chauffeurs and stablemen; and we further request that we be granted the right to change our International charter from International Brotherhood of Teamsters, to read as follows: International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers."

This resolution was referred to the Committee on Adjustment, who recommended to the convention that this matter be referred to the Executive Council of the American Federation of Labor with instructions to decide whether or not the jurisdiction of the Teamsters should be extended. The report of the committee was adopted.

At the 1910 St Louis convention of the American Federation of Labor your delegates brought in a similar resolution. The resolution was approved by the Committee on Adjustment, and was subsequently adopted by the Convention.

Trade Union Movement Progressing

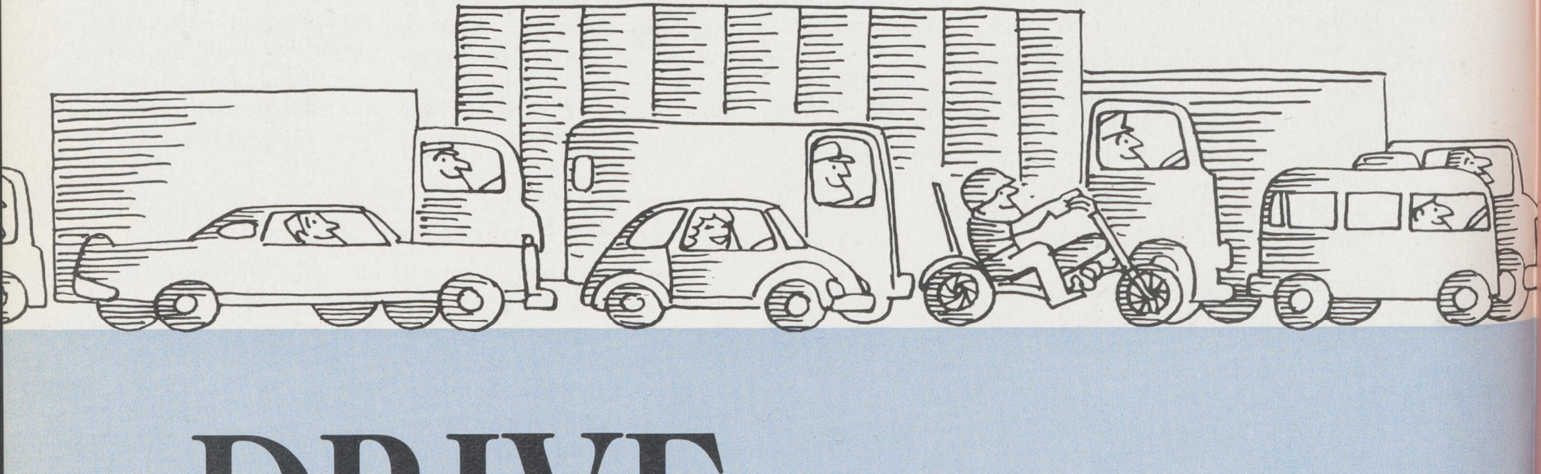
Indianapolis, Ind.—General understanding and appreciation of the trade union movement are growing as the necessity for such progress is borne in upon an increasing number of minds, says a statement issued from the office of James M. Lynch, president of the International Tyopgraphical Union.

In Washington, D. C., physicians and surgeons have formed a society adhering closely to the trade union idea. The Washington doctors do not attempt to disguise the fact that the prime aim of their society is economic.

In Japan, where western ideas of social organization are still comparatively new, fifteen new labor unions of national scope were organized in the first five months of this year. The Japs have been quick to perceive that unionism is not merely an ideal or a working policy but an absolute necessity in modern society.

Business men, professional men and workers have class interests which must be protected in the interest of orderly progress. Benevolence is not to be trusted to prevent clashes of these several class interests. Each man must have a voice in the matter. Unionism has proved a practical method for giving the individual a voice.

IT'S BACK TO SCHOOL DAYS–



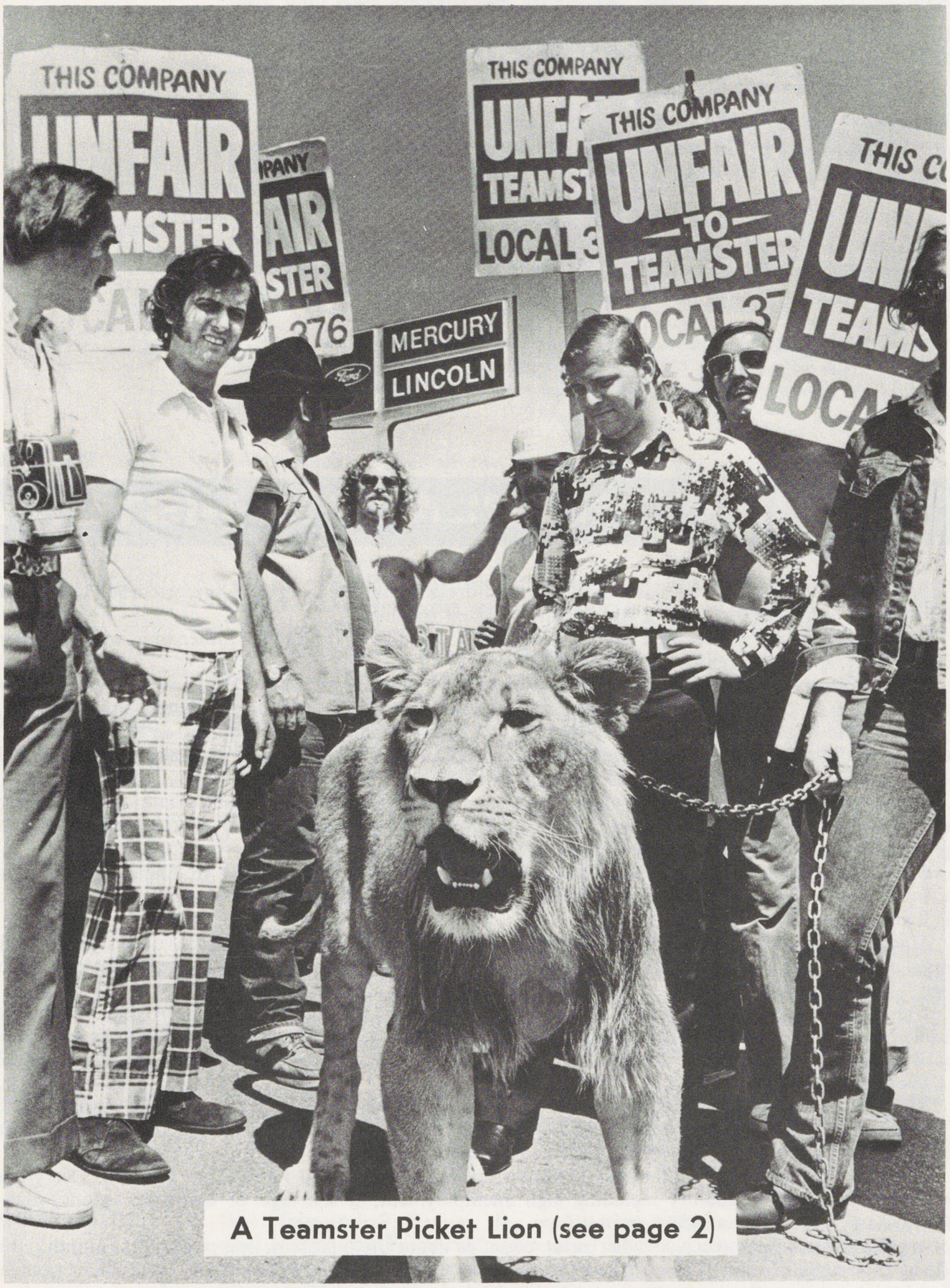
DRIVE CAREFULLY!

THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE

OCTOBER 1975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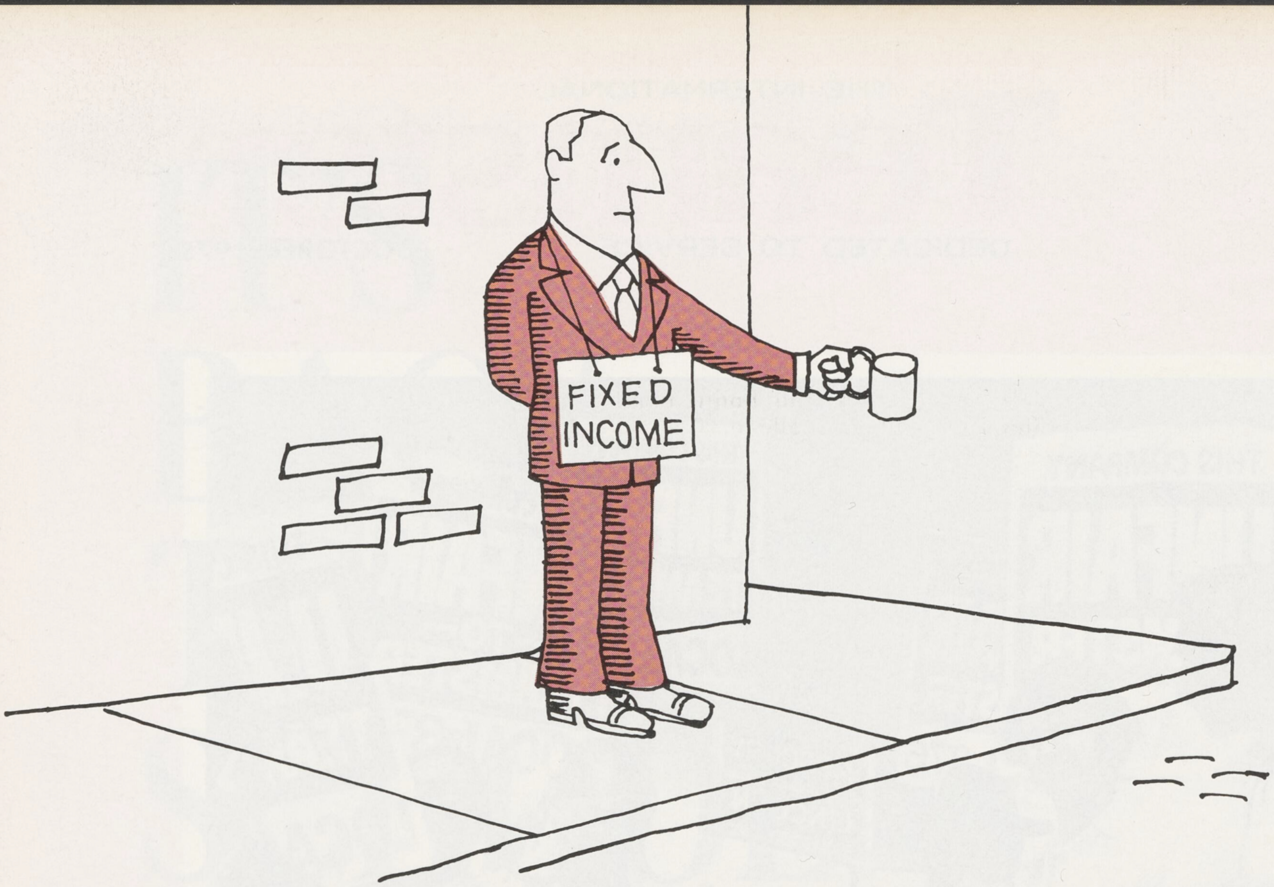
A Teamster Picket Lion (see page 2)

FARM WORKERS GOING TEAMSTER BY BIG MAJORITY IN CALIFORNIA

See page 5



LABOR'S PLACE IN HISTORY

A NEWSPAPER CARTOON recently showed a well-dressed man begging on a street corner with a cup in his hand. Around his neck was a sign reading, "Fixed Income."

One must presume the cartoon was published as a reflection of the times rather than with the intent of being funny. It was not funny.

The tragedy of continuing massive unemployment is affecting all lines of work whether it be by executive decision or by a skilled hand movement. It is not localized in the United States, either.

In fact, the history of American society is that we often follow trends that got an earlier start in a foreign country. An example is unemployment compensation which was a British answer to a specific problem decades before Americans tried it.

If our habit remains consistent, we can expect a lot of trouble in the United States should government fail to come up with better answers than "things are going to get better." Of course they're going to get better—sometime. But what about now?

What is happening in the United States today has already happened earlier in England and Argentina, for instance. Today in America, workers and unemployed alike are witnessing a steady erosion of their living standards.

American workers no longer can afford to buy the high-priced houses. Many have no savings at all. Adding misery to the condition is that inflation keeps sticking its pitchfork into the tenderest part of the citizen—his family budget.

These things happened several years ago in England and are intensifying today. Right now, the city of London has a new problem. British officials estimate there are 100,000 empty housing units in London—partly because people cannot afford to buy or live in them and partly because they are so ramshackle the owners abandon them.

Now comes an estimated 50,000 squatters—poor people who can't afford rent or the purchase price of a home—to move into the vacant London housing units. The result is that squatting in Britain has become a city phenomenon. London is not the only city affected in England.

Inflation has Argentina by the tail, zooming upward at an annual rate of 240 per cent. Everything is wrong in that wealthy country including high unemployment, a shortage of consumer goods, and—well, you name it, Argentina suffers from it.

Argentinian workers received what must count as about the final blow one payday last month. Hundreds of thousands of them went without paychecks as employers—including a few government agencies—simply did not have the money to pay wages and salaries *for work done in the previous pay period.*

Two questions come quickly to mind. When will the woes of London and Argentina be transplanted to the United States where our plunge is more leisurely?—and, will our response as individual victims mirror whatever responses soon may materialize on foreign shores?

Labor News in the Headlines

WALLACE, S.C. The changing nature of some National Labor Relations Board rulings recently was well illustrated when the Board upheld the anti-union textile barony of J. P. Stevens Co. The Board ruled that 22 workers were fired legally at the Stevens plant in Wallace. Their crime: Asking embarrassing questions of the management.

CLEVELAND, O. Julia L. Greer recently was assigned to Cleveland as the first black woman to serve as a federal mediator. Mrs. Greer, an active trade unionist in the past, will complete her internship year with the Federal Mediation and Conciliation Service next January.

WASHINGTON, D.C. A study completed recently for the Council on Wage and Price Stability concluded that so-called escalator clauses—cost-of-living increases—in collective bargaining agreements have not played a part in the origin of inflation.

BOULDER, COLO. What organized labor feared when thousands of Vietnamese were brought into the United States has begun. The Head Ski Division of AMF Industries, being struck by the Clothing Workers, hired four Vietnamese as strikebreakers at its plant in Boulder, Colo.

PITTSBURGH, PA. An important facet of the coal mine operators' suit against the United Mine Workers has a significance for all of organized labor: The suit asks that the UMW be forced to suspend the autonomy of any of its local unions that "instigates" or fails to stop unauthorized strikes.

WASHINGTON, D.C. Federal officials are worried about future pension costs for government workers. Retirees and survivors of government workers received $3.6 billion in fiscal 1972. For fiscal 1975, the figure was $6.8 billion. This fiscal year it is expected to hit $8 billion. Present government policy makes no allowances for future inflation in figuring annual pension contributions.

ANCHORAGE, ALASKA More than 100 miles of the trans-Alaska oil pipeline, all union built, is now in place. Some 50 per cent of the 738-mile pipeline is expected to be completed by the end of the current construction season.

HOPEWELL, VA. The Environmental Protection Agency recently ordered Life Science Products Co., to stop manufacturing the compound called "Kepone," which is used to kill ants and roaches. The reason, said EPA, is the chemicals used in the manufacture are causing adverse health effects to employees.

UNDATED A survey by Prentice-Hall researchers concludes that most companies in the United States will not include Columbus Day and Veterans Day on their holiday schedules this year. Seven of every 10 companies plan to stay in operation on those days. Many companies, however, are planning extra time off for employees around Christmas and Thanksgiving.

SAN FRANCISCO, CALIF. Striking policemen and firemen in San Francisco won a 13 per cent pay raise with their walkout. Despite the hysterical fears of right-wing union-haters, no massive crime wave or uncontrolled conflagrations occurred during the 3-day strike.

LOS ANGELES, CALIF. Gov. Edmund G. Brown, Jr., received a "California Man of the Year" award at a Labor Day breakfast sponsored by the Catholic Labor Institute. Brown was honored, said CLI, for his role in California's becoming the first state to enact bargaining rights for farm workers.

UNDATED The school year opened with more than 100,000 teachers on strike around the nation. Most of the walkouts involved teacher desires for wage hikes and reductions in class size.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Farm Workers in California Vote 5
Majority choosing Teamster membership

Local 231 Gives Bicentennial Train a Boost 11
Wagons back track route taken by pioneers

IBT Scholarship Applications Due 14
Eight $6,000 grants available

Don't Leave Your Homefires Burning 19
Keeping your family safe from fire's danger

A SPECIAL REPORT: On Page 23

Energy Costs Are On Their Way Up

THIS COMPANY
UNFAIR
TO
TEAMSTERS
LOCAL 376
MERCURY
LINCOLN

ON OUR COVER:

Members of Teamsters Local 376 in Detroit, Mich., had a real "picket lion" going on when they struck a suburban auto dealership recently. The 41 strikers borrowed the lion from a privately-owned zoo and bestowed honorary membership on the animal. The Teamsters were looking for an improved contract. The lion was looking for 10 pounds of raw meat.

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From THE FIELD

TEAMSTERS HELP OPEN SEATTLE CANCER CENTER

Teamsters Union officials were prominent as the Fred Hutchinson Cancer Research Center was officially dedicated and went into operation recently in Seattle, Wash.

The "Washington Teamster," official publication of Joint Council 28, was one of the long-time supporters of the project named after the famous Detroit Tigers pitcher who died of cancer at an early age.

A great deal of the money that went into the $11.8 million facility came from the Teamster union membership in the forms of grants from affiliates and contributions from individuals. IBT Vice President Arnie Weinmeister—head of Joint Council 28—was on hand for the festivities as well as other Teamster officials.

President Gerald Ford was greeted by Weinmeister and other Teamsters as he appeared briefly at the cancer center. Nearly 1,000 people attended a dedication luncheon. Among the visiting speakers were: Senators Warren Magnuson of Washington and Edward Kennedy of Massachusetts, Joe DiMaggio, hall-of-fame center fielder, and Washington Gov. Dan. Evans. The director of the new center is Dr. William Hutchinson, brother of Fred Hutchinson.

WISCONSIN OFFICER RETIRES FROM JOB

James E. Morgan retired recently as secretary-treasurer of Teamster Local 43 in Racine, Wis., after serving 21 years on the job.

His career of Teamster leadership stretched further back, however. Morgan and others began organizing workers in 1933 and eventually got a Federation of Labor charter for Racine. Later, the union originated by Morgan was granted a Teamster charter in 1935 and was known as Local 978. He was secretary-treasurer of that union until it merged with Local 43 during World War II. Morgan went back to work as dairy routeman following the merger. In 1954, he returned to office as secretary-treasurer of Local 43 and held the job until retiring.

MEMBER SAVES LIFE OF BABY

Robert Brynaert, a member of Teamster Local 337 in Detroit, Mich., received a citation from the City of Madison Heights for saving the life of a neighbor's baby. Brynaert successfully gave mouth-to-mouth resuscitation to the baby after it had stopped breathing.

STATE PHARMACY BOARD PICKS B.A.'S DAUGHTER

Mrs. Patricia Kopec, daughter of Larry Talt, a business agent at Teamster Local 807 in Long Island City, N.Y., recently was appointed to the New York State Board of Pharmacy.

BOAT ACCIDENT VICTIMS RESCUED BY TEAMSTER

Albert C. Clary, a member of Teamster Local 223 in Portland, Ore., received a meritorious service award from his employer, Convoy Co., for rescuing a husband and wife who might have lost their lives in a boating accident.

The couple was on the Columbia River when their 18-foot boat struck an object and began taking on water. They tried to get help on a ship-to-shore circuit and when that failed, they switched to the Citizens Band channel where they contacted Clary.

The Teamster immediately radioed for help and then went to the scene of the accident. Clary helped the people remain afloat until assistance arrived. The boat finally was a total loss.

NEW YORK OFFICER HAS LEGION POST

Leo Van Nostrand, secretary-Treasurer of Teamster Local 791 in Rochester, N.Y., recently was elected vice commander of the American Legion in Monroe County which has 59 posts. Van Nostrand also is vice president of Teamster Joint Council 17 in Rochester.

TEAMSTER HONORED AS VFW OFFICIAL

Stacey S. Foster, a member of Teamster Local 391 in Greensboro, N.C., recently received an award as an "all-American" commander of the Veterans of Foreign Wars. Of 10,000 VFW post commanders in the nation, only 25 were named for the award. Foster has been a Teamster 19 years and is a road driver for McLean Trucking Co., out of Winston-Salem.

RETIRED LITWAK DIES IN FLORIDA

Isaac Litwak, who retired three years ago after serving Teamster Local 285 in Detroit, Mich., for nearly 40 years, died recently in Florida.

Litwak organized the first laundry drivers union in Detroit during the tough year of 1934. He served as the union's chief executive officer until his retirement.

A native of the Ukraine, Litwak came to the United States to escape Czarist Russia after serving a sentence in Siberia as a political prisoner.

He was in the American armed forces during World War I, coming to Detroit in 1920 to work in a laundry.

When he retired, Litwak was named President Emeritus of Local 285 by the membership.

OBSERVATIONS OF THE GENERAL PRESIDENT

AS THIS NATION SEEKS solutions to its many economic problems, Washington bureaucrats come up with one scheme after another which show either lack of forethought or reak of special interest overtones.

We have had the Administration's proposal to deregulate the nation's transportation system, and you know my stand on that. Deregulation would establish cutthroat competition, deprive all but those living on lucrative routes of service, and would depress the wages and working conditions of workers employed in transportation.

Now, Secretary of Transportation William T. Coleman, Jr., wants to increase the highway user's tax already imposed on the trucking industry. He reasons that such a tax would put the railroads in a more competitive position.

Secretary Coleman tells us that a Transportation Department study shows that while trucks already pay a user's tax, it is not high enough.

What perplexes me about such schemes is that the reward for good service and reasonably good wages for those employed (as in trucking) is always higher taxes. The reward for poor service, poor management—as in the railroads—is government subsidies, loans and grants, all at the taxpayers' expense.

The only thing higher taxes on trucks will accomplish is to fan the fires of inflation by increasing shipping costs—and thus consumer costs—for everyone.

If this is a free enterprise system—and I am certain Secretary Coleman would tell us it is—then I believe that industries which provide good service and have good employer-employee relations should be rewarded, not punished, as Secretary Coleman proposes.

What we seem to have is free enterprise for the trucking industry and socialism for the railroads. And, going on the record of past performance, socialism for the railroads hasn't reaped many benefits for this nation.

What I would like to see—just once—is a bureaucratic proposal which holds out hope for better things for the American people without fanning the fires of inflation. There must be methods and ways for better things without again and again hitting the taxpayer right in the wallet.

I would like to suggest that Secretary Coleman call in his proposals to deregulate transportation and his latest dream to further tax the trucking industry. Once he has done that, he might concentrate on mass transportation in the urban areas as a method to save on energy and better get people to and from work and other places.

This nation has had it with government officials who think the answer to all our problems is to increase taxes.

Frank E. Fitzsimmons

In Balloting

Farm Workers Going Teamster By Big Majority in California

As the *International Teamster* went to press late in September, the myth of farm worker preference for Cesar Chavez was badly tarnished.

After a month of secret ballot elections by farm workers on union preference, Teamsters had won 70 ballots, Cesar Chavez and the United Farm Workers Union, 54.

Significantly, of the 54 UFWU election wins, 25 were at farms and ranches where the Teamsters were not on the ballot. Also significant was the fact that in elections with both unions on the ballot, the Teamsters won 50, the UFWU, 25.

Perhaps a headline in the *San Francisco Chronicle* best told the story. It said:

"Teamsters Gleeful, UFWU Gloomy."

Veteran labor observers noted that the new California law giving farm workers secret ballot elections went into effect August 28, 1975. That meant that peak harvest—when elections must be held—would be in areas thought to be Cesar Chavez' strongholds of support.

These areas, mainly, were Delano where Chavez began his "crusade" to organize farm workers, and Salinas which is an area where farm workers have never been exposed to Chavez type one-man rule unionism.

Reasons for the UFWU gloom were these:

1. In Delano, the Teamsters won 85 per cent of the elections.
2. In Salinas, Teamsters won 65 per cent of the elections.
3. At the nearby Santa Maria-Oxnard area, Teamsters won 75 per cent of the elections.

To make matters worse for Chavez and the UFWU, the next major election activity will be next March in the grape harvest in Southern California's Coachella Valley.

It was there in 1973, after four years of a UFWU contract, that grape workers fled Chavez en masse for the protection of a Teamsters-negotiated contract.

So, after a good whipping in his own backyard Chavez looks forward to a gloomy spring in 1976 when the battle shifts to an area where workers know him well.

In major elections held thus far, Teamsters were far out in front. Teamsters won at Bud Antle, the nation's second largest lettuce grower. The vote was 880 for Teamsters, 265 for the UFWU. Chavez challenged this election, but was overruled by the California Agriculture Labor Relations Board (CALRB).

At Gallo Vineyards—Gallo has been a target of a two year Chavez national boycott—the vote was 223 for the Teamsters, 131 for Chavez. There were 195 challenged ballots which have been impounded by the CALRB.

Preliminary hearings by the CALRB on the challenged ballots have been held, and a formal hearing is tentatively set for October 6.

Of the 195 ballots challenged, many are not in Gallo's payroll records, some are employed in California canneries under a Teamster contract, several challenged ballots were cast by voters with no identification. There were some instances of a worker voting two and three times.

At Egg City, the Teamsters won 189 to 114 for the UFWU. Egg City is the world's largest egg producer, processing some 3 million a day.

At Giumara Vineyards, world's largest, Teamsters won 747 to 508 for the UFWU. Although the Teamsters were 17 short of a majority, some 231 votes were challenged. Teamster organizers predict they will easily pick up more than 17 of the challenged ballots there.

Chavez did win at Interharvest, the state's largest lettuce producer, where the UFWU has held a contract for the last five years, and the unit of employees is composed of persons hired through the UFWU hiring hall.

At Bruce Church, in Salinas, a major lettuce producer, Teamsters won 302 to 176.

At Elmco, in Delano, major table grape grower, Teamsters won 304 to 201.

At B. B. Zaninovich, in Delano, large producer of table grapes, Teamsters won 253 to 68 for the UFWU.

In Salinas at Oshida Farms, the UFWU actually won a first election, but no-union votes prevented a UFWU majority. In a re-run election, Teamsters won 120 to 74.

Indications of the handwriting on the wall for Chavez and the UFWU came from Chavez attacks on the CALRB following the first rounds of elections.

The Board is chaired by Bishop Roger Mahony, a former member of the Catholic Bishops' Committee which supported the Chavez boycott.

One member is Leroy Chatfield, eight years an organizer for Chavez and the UFWU.

Another is Joe Ortega, former lawyer for the Mexican-American Defense League.

In spite of the makeup of the Board, it is now under attack from Chavez.

"We are totally disgusted with the way the elections are going. Every single election is tainted in California, and we are fed up with it," Chavez said.

Subsequently, Chavez called for the resignation of Walter Kintz, CALRB general counsel, with long experience as an NLRB attorney.

And finally, Chavez threatened to boycott the elections themselves unless Governor Brown sends a personal representative to each election. Appointed by Governor Brown, the CALRB legally performs that function.

Six days before the farm worker elections began Chavez said at a UFWU rally in Woodland that he would win 95 per cent of the elections.

It isn't working out that way.

Annual Program

20 College Grants Awarded By Chicago Teamster Local

TEAMSTER Local 743 of Chicago, Ill., recently awarded college scholarships to 20 children of its members as part of a continuing educational program.

Five of the awards were $1,000 scholarship grants made by Local 743 President Don Peters. The other 15 awards were valued at $500 each.

The winners of the Peters scholarships were:

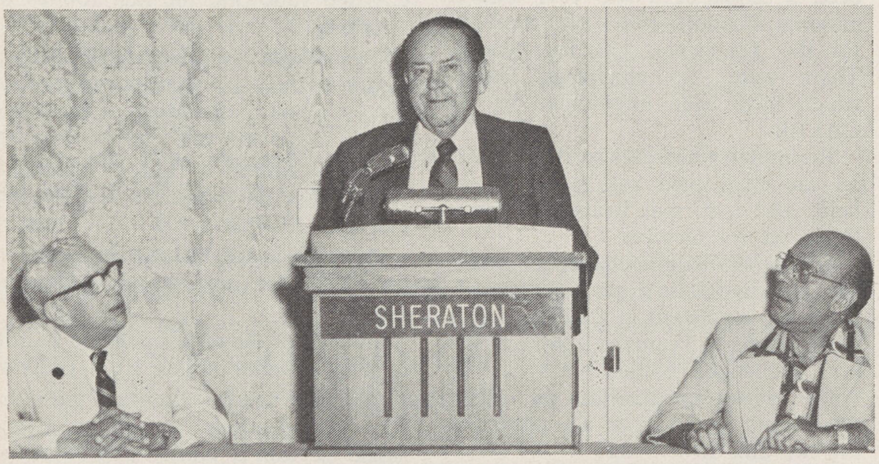
—Michael Lorenat, son of Mrs. Elizabeth Lorenat.
—Denise Nobles, daughter of Ben Nobles.
—Gwendolyn Rhodes, daughter of Oredean Rhodes.
—Peggy Sato, daughter of Matsu Sato.
—John Skoubis, son of Katherine Skoubis.

The Local 743 college grants were awarded to:

—Mark E. Burt, son of Pauline Burt.
—Timothy Draftz, son of Albert Draftz.
—Vicki Fuller, daughter of Edna Fuller.
—Karen Heath, daughter of William Heath.
—Deborah McDonald, daughter of Robert McDonald.
—Valrase Miller, daughter of Marsha Miller.
—Karen Moriello, daughter of Pat Moriello.
—Mary Morell, daughter of Marjorie Morell.
—Susan Ostrenga, daughter of Anastasia Ostrenga.
—Stephen Peca, son of Edward Peca.
—Arthur W. Schuth, son of Doris Schuth.
—Scott Shay, son of Helene Shay.
—Kiwon Sohn, son of Young Whan Sohn.
—Diane Swanson, daughter of Gertrude Swanson.
—Timothy Wollner, son of John Wollner.

In Oregon

Bakery Conference Eyes Drivers' Distribution Problems at Meeting



At the National Bakery Conference, delegates re-elected Wendell J. Phillips of San Francisco, as chairman; James J. Catenaro of Union, New Jersey as vice chairman; and Harold O'Brien of Chicago as secretary-treasurer. Shown sitting at the head table during the three-day meet are, from left: O'Brien, Phillips and Catenaro.

The Teamsters' National Bakery Conference met in Portland, Oregon recently, with nearly 100 delegates representing bakery drivers throughout the country in attendance.

Much of the three-day policy-making session was devoted to formulation of plans to thwart current efforts by major bakery operators nationwide to change existing distribution methods.

This growing trend could sap the earnings and work opportunities of many bakery driver-salesmen if not opposed, conference delegates emphasized. The conference sought to find ways to counter the growing threat.

Another item on the agenda was election of officers for the conference. Delegates re-elected Wendell J. Phillips of San Francisco as chairman; James J. Catenaro of Union, N.J. as vice-chairman; and Harold O'Brien of Chicago as secretary-treasurer.

● Illinois Win

A majority of 34 workers employed by L & M Cultured Marble Co., voted for representation by Teamster Local 710 of Chicago, Ill., in a recent National Labor Relations Board election, according to William Joyce, secretary-treasurer of the local union.

Shift Change Case Won In California

Among other violations, the National Labor Relations Board ruled recently that Crest Door Co., of Vallejo, Calif., discriminatorily terminated its night shift because of the employees' union and other concerted activities.

The decision came on a joint filing by Teamster Local 490 and Retail Clerks Local 373.

There was some difference of opinion on the Board about whether or not the company should resume its night shift, but it did conclude that the desirability or economic necessity for reinstitution of the night shift could best be resolved by resort to the collective bargaining process.

Crest Door was ordered by the Board to cease conduct found unlawful, to reimburse five workers for their losses, and to reinstate another to the work station from which he had been wrongfully removed.

Fighting Cancer

Nevada Teamsters Donate Funds for Educational Van

SHALL I SMOKE
MOST SMOKER
START IN
THEIR TEENS
75%
OR MORE
OF ALL LUNG CA
COULD BE PRE
IF FACTS
NOW AVAIL
IN MEMORY
CHRIS CHRISTMAS
DONATED by
TEAMSTERS LOCAL 995

Richard Thomas, Local 995 secretary-treasurer, and Mrs. Chris Christmas are shown at ceremonies when the union membership gave a mobile educational van to the local chapter of the American Cancer Society.

MEMBERS of Teamster Local 995 in Las Vegas, Nev., recently donated funds to supply a mobile educational van on lung cancer to aid the local chapter of the American Cancer Society.

The presentation of the van by Richard Thomas, Local 995 secretary-treasurer, was made in the name of the union's late former president, Chris Christmas, who died a victim of cancer early this year.

Noting that Christmas was a well respected member of the Las Vegas community when serving Local 995, Thomas said:

"It seemed to all of us, who remember his untiring dedication and inspiration, appropriate that this commemorative gesture be made in his name. The Chris Christmas cancer memorial will help educate thousands to cancer's warning signals."

The late Teamster's widow was present for the ceremony in which Gary Davis, Nevada director for the American Cancer Society, accepted the Teamster gift. He lauded the local union for its generosity and active involvement in community affairs.

The lung van is scheduled to travel throughout Clark County, Nev., in the early part of its educational tour and then will be moved about the state on a year-round basis.

Travel Agents Sign With Teamsters Union

Teamster Local 578 of Los Angeles, Calif., recently pioneered an organizing achievement by signing up 10 employees of World Express Travel, a commercial travel agency in Los Angeles.

Stephen Martin, Local 578 secretary-treasurer, said it was the first unionized, Teamster-represented travel service in Southern California.

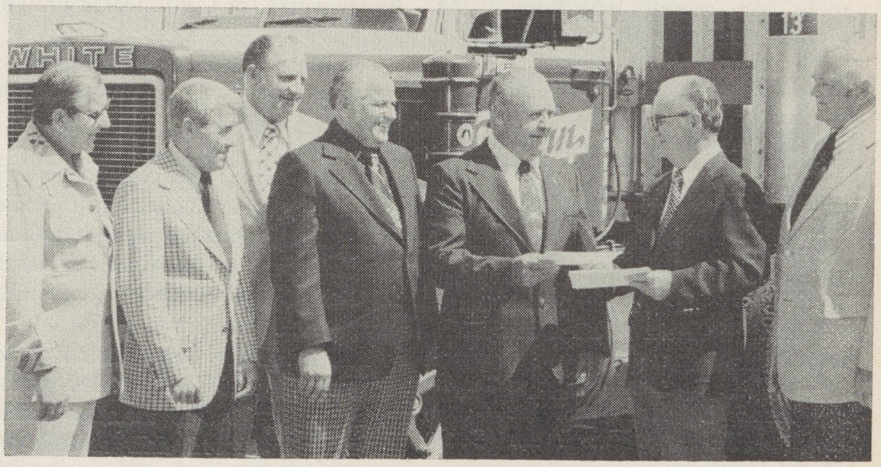
Ohio Retiree Writes Note To Fitzsimmons

Dear Bro. Fitzsimmons:

One year after retirement, I would like to thank you and the Teamsters union for the good pension that I am receiving and for the many other benefits received in the past. I also wish to thank Teamster Local 428 of Steubenville, O., for its assistance through the years. Best wishes to the Teamsters Union and everyone connected with it.

Fraternally yours,
James Purash,
Avella, Pa.

Safe Drivers



Shown receiving safe-driving awards for 25 years or more as drivers for Quinn Freight Lines of Brockton, Mass., are the following members of Teamster Local 653 in Brockton (left to right): John Christopoulos, Thomas Johnson, Charles Meeks, Bernard Williams, Norman Whitehouse, Joseph Glasson, president of Quinn, and William Collins, director of safety. A sixth driver, Kenneth Henkel, was not present for the ceremony.

Teamsters Tops

Three West Virginians Among Roadeo Champs

Teamster winners in the 1975 National Truck Roadeo shown with their awards are (left to right): Cletus Frank, straight truck; Michael Weaver, 3-axle; Robert Suck, 4-axle; Glenn Harris, 5-axle; Roger Bailey, twin trailers; Frank Hutton, tank class.

TEAMSTERS Union members captured all the championships in the National Truck Roadeo held at Indianapolis, Ind., recently with three of the winners coming from West Virginia.

The class winners were:

—Cletus Frank of Teamster Local 391 in Greensboro, N.C., who won a national crown for an unprecedented seventh time in the straight truck class. Frank drives for Akers Motor Lines, Inc.

—Michael Weaver, a member of Teamster Local 175 in Charlestown, W. Va., winner of the 3-axle class. Weaver drives for United Dispatch, Inc.

—Robert Suck, a member of Teamster Local 175, who won the 4-axle division. He is a driver for Cook Motor Lines, Inc.

—Glenn Harris, a member of Teamster Local 41 in Kansas City, Mo., won the 5-axle class. Harris drives for Chicago-Kansas City Freight Lines.

—Roger Bailey, a member of Teamster Local 222 in Salt Lake City, Utah, won the twin trailer division. Bailey works for Consolidated Freightways.

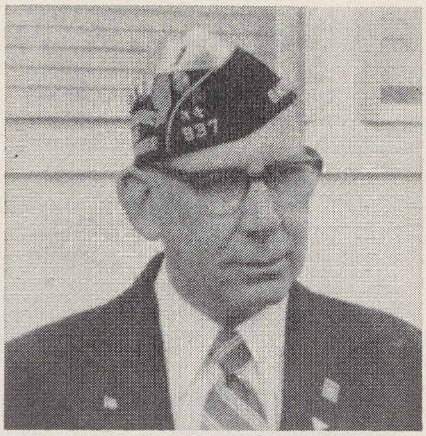
—Frank Hutton, a member of Teamster Local 175, winner in the tank class and a driver for Mason & Dixon Lines, Inc.

Bailey, who also won the twin trailer title in 1973, became the third driver in the history of the national roadeo sponsored by American Trucking Assns., Inc., to score a perfect 300 on the road test.

Frank won his first national roadeo crown 14 years ago. At this driving tournament, he was awarded honors for "driving record, skill, attitude and personality."

The Indianapolis test this year was the largest in the history of the roadeo as 172 drivers from 33 states competed for the class championships.

Legion Leader



Herbert J. Neff, a member of Teamster Local 600 of St. Louis, Mo., recently was elected an American Legion district commander. Neff, a teamster since 1948, has been a Legion leader for 30 years.

Teamsters Win Large Gains In Egg Pact

Some 400 Teamsters employed at the world's largest egg ranch recently ratified a new agreement boosting their wages considerably, according to Arthur Chavarria, secretary-treasurer of Teamster Local 186 in Carpinteria, Calif.

Chavarria said the members employed by Julius Goldman's Egg City near Oxnard, Calif., received $25,000 in retroactive pay in the 3-year agreement that went into effect last July 1st. The contract provides a wage reopener next year.

The agreement also included gains in health and welfare benefits and an improved vacation schedule.

Chavarria noted the settlement was achieved despite efforts of the United Farm Workers to disrupt the negotiations with demonstrations at the Egg City facility.

$3,500 Backpay Awarded Man In So. Carolina

W. W. Thompson, a member of Teamster Local 28 in Taylors, S.C., recently received a backpay award of $3,500.

Frank Wood, Local 28 secretary-treasurer, said Thompson was returned to work and reimbursed by Universal Coordinators following settlement of a discharge grievance.

Doubletalk Case Won In Massachusetts

A double-talking employer lost the decision to Teamster Local 526 of Fall River, Mass., in a recent National Labor Relations Board action.

The decision went against Globe Mfg. Co., a manufacturer of rubber threads. In making the ruling, the Board acted contrary to the administrative law judge who recommended dismissing the complaint.

It was found that the company violated the law by refusing to reinstate James McCarthy, following an absence due to a back injury, because he had filed unfair labor practice charges against the firm.

Globe's production manager refused to discuss McCarthy's work status on the faulty advice of a lawyer because of the unfair labor practice filing. In effect, the manager would neither confirm that McCarthy was fired or that he was still considered an employee. McCarthy had no choice but to leave the plant.

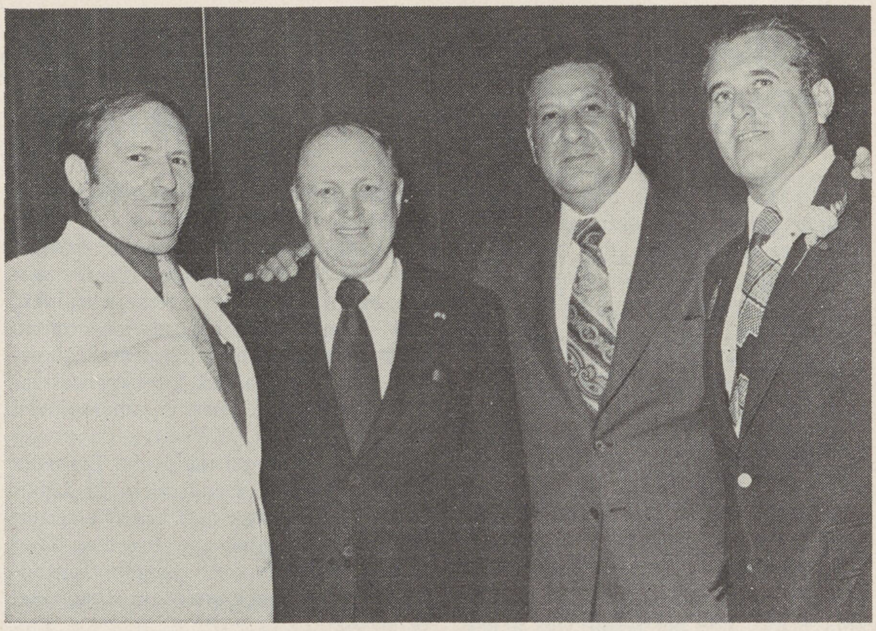
The Board concluded that the employer in effect fired the worker and unlawfully refused to discuss his work status. Globe was ordered to cease the conduct and to offer McCarthy reinstatement and backpay.

Pension Enjoyment

YOU ARE SEEING THE TEAMSTER PENSION AT WORK

Robert Schleininger, a retired president of Teamster Local 838 in Kansas City, Mo., and his wife, Muriel, spend their time enjoying their camper. They also enjoy informing the public about the virtues of their Teamster pension—as advertised on the spare-tire cover of the camper.

'Man of the Year'



John P. Morris (second from left), secretary-treasurer of Teamster Local 115 in Philadelphia, Pa., recently was named "Irish-American Man of the Year" by the Emerald Society. Shown at a banquet are (left to right): Bernie Quigley, president of the Emerald Society; Morris; Philadelphia Mayor Frank Rizzo, and Jimmy Lennox, vice president of the Emerald Society.

Vs. Blue Cross

Chicago Local Wins Ruling In Election-Related Case

TEAMSTER Local 743 of Chicago, Ill., won the decision recently when the National Labor Relations Board considered a case involving Hospital Services Corp., doing business as Blue Cross.

The Board found Blue Cross guilty of numerous unfair labor practices including the discriminatory termination of Roberta Carter because of her activities for Teamster Local 743, and of interfering with its employees' exercise of free choice in an election conducted in September, 1973.

The Board said the employer's violations of the law during the critical period before the election of necessity interfered with the workers' rights and constituted grounds for setting aside the ballot. A second election was ordered.

Independent violations of the law involved threatening workers with loss of benefits, interrogating them concerning their union activities, enforcing and publishing unlawful no-distribution no-solicitation rules, and threatening discharge if an employee distributed union literature.

Roberta Carter, noted the Board, was the leading union advocate in her department, openly soliciting members for the union and wearing a union button. Furthermore, she was the only employee in her department who displayed a union insignia on her desk.

Upholding the findings of the administrative law judge, the Board decided that the Carter discharge was entirely pretextual in view of superior job ratings. Also, the company's treatment of Carter was inconsistent with the treatment of other workers.

Blue Cross was ordered by the Board to cease all its illegal activity and offer Carter reinstatement and backpay, in addition to the direction of a second election.

Teamsters Help

280 Workers Get Assistance Through New Relief Statute

A TEAMSTER local union recently went to bat to get compensation for employees of a plant that was shut down although the union was not the certified representative of the workers.

Benefitting from the action of Teamster Local 992 of Hagerstown, Md., were 280 employees of Freeman-Toor Corp., in Waynesboro, Pa.

Local 992 conducted an organizing campaign at the Freeman-Toor plant and lost a subsequent election. The local union then filed unfair labor practice charges but later withdrew them when the parent company, U.S. Shoe Corp., closed down the Pennsylvania plant. The net result was a loss of 280 jobs.

Upon the suggestion of the Eastern Conference of Teamsters legal department, Teamster Local 992 then initiated an effort to obtain money for the displaced workers under terms of the Trade Act of 1974.

The federal law provides for payments to workers who have lost their jobs as a result of increased imports from abroad.

It provides that a displaced worker may be able to get as much as 70 per cent of the average weekly wage he was earning before his employment was disrupted by import competition. The benefits can continue for as long as 52 weeks.

In addition to cash benefits, the law provides that workers may receive testing, counseling, job placement training and other supportive services at no cost. Furthermore, a job search allowance may be granted for expenses incurred by the newly unemployed worker.

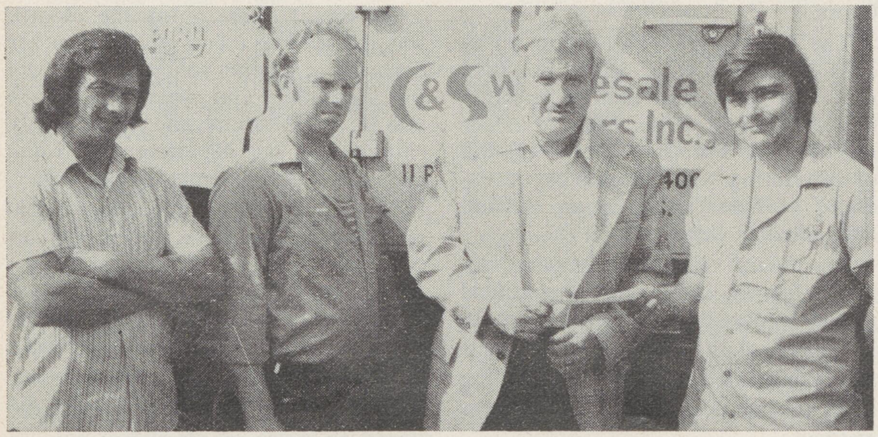
Thanks to the efforts of the Teamster local union, the Department of Labor considered the case and issued a certificate declaring that the Freeman-Toor workers indeed were eligible for adjustment assistance under the Trade Act of 1974.

IBT Vice President Joseph Trerotola, director of the Eastern Conference, suggested that the benefits of the Trade Act might well be available to other working people represented by Teamster affiliates.

Trerotola particularly commended Teamster Local 992 for taking action under the law especially "since the local union aided people who had already rejected it as their bargaining representative."

The action, said Trerotola, proved that Local 992 had concern both for the individuals and the community of Waynesboro as well.

$20,000 Backpay



Three members of Teamster Local 170 in Worcester, Mass., were awarded $20,000 backpay after arbitration of a dispute with their employer, C & S Grocers of Worcester. Presenting the check was George Valey, Local 170 business agent. Receiving the backpay were Anthony Banach, Michael Pecha and Paul Gadbois.

Backpay in Utah

James L. Jensen (left) expresses thanks to Teamster Local 976 of Ogden, U., as represented by President William Masters after settlement of an arbitration award that brought Jensen $7,857 in backpay and reinstatement to his job at Safeway Stores, Inc.

Sugar Contract Gives Workers Big Gains

Some 3,500 Teamsters Union members employed by the Great Western Sugar Co., in the 4-state area of Colorado, Wyoming, Montana and Nebraska have ratified a new contract giving them substantial wage gains and fringe improvements over the next three years.

Joe Wagner, chairman of the negotiating committee, said the agreement was reached without disruption and runs to June 1st, 1978. Assisting Wagner were Jack Strelo, director of the Western Sugar Division, and George Rohrer, IBT general organizer.

The contract covers members in 15 different Teamster local unions.

Local 757 Gives College Grants To Youngsters

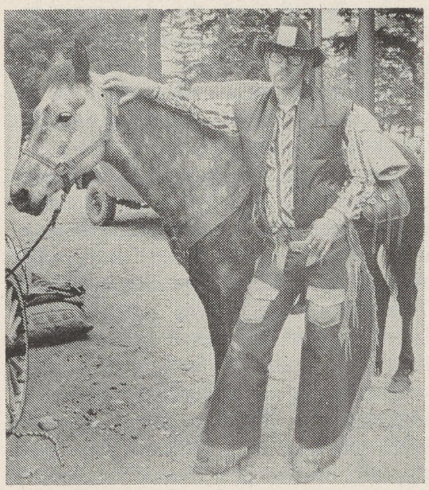
Teamster Local 757 of Elmhurst, N.Y., recently awarded its annual Peter F. Clark college scholarships worth $500 to four children of members.

Emanuel Parish, Local 757 secretary-treasurer, said the grants named in honor of the union's president were given to: Thomas Rennard, Maureen Corcoran, Jamie Farricker and Kathleen Madden.

Wagons Ho!

Local 231 Gives Bicentennial Train a Hand as It Starts Its Trek

AN INTREPID pair of Teamsters recently began a year-long cross-country trek as the Bicentennial Wagon Train pulled out of Blaine, Wash. June 8.



Above, former Teamster Terry Bronkema waits for the train to move out. Below, Local 231 member Russ Zimmerman (right) hits the trail with another member of the caravan.

The wagon train was the brainchild of the Pennsylvania Bicentennial Commission which decided that completing the round trip the pioneers began 200 years ago would be a bang-up commemoration of this country's origins. Aided by the federal government, private industry and citizens who volunteered their time, the Commission got together the $3.7 million to make the nationwide trip possible.

The idea of conestoga wagons, eating from the old chuckwagon along the trail, traveling such famed routes as the Santa Fe, Mormon, Old Post, Wilderness, and Lancaster Pike roads, and the call of "WAAGONNS HO" were apparently too much for two teamsters to resist.

Retired teamster Russ Zimmerman began the trip at Blaine, Wash., the train's farthest starting point, manning the chuckwagon. Terry Bronkema, 18, a newcomer to trucking, was hit by the lure of the road, too. Terry is currently on withdrawal but his father remains a member of Teamster Local 231 at Darigold Milk. Terry is an outrider for the trek, earning college credits as he travels on horseback.

As an outrider, Terry will ride ahead of the train into bicentennial cities (those settled as wagons pushed westward) and pick up signed scrolls reaffirming each community's faith in the principles on which this nation was founded and deliver them to each state wagon on the national trail.

After the train began at Blaine, other Teamsters helped it on its way. Bellingham sheriff's office and Whatcom County Teamster police officers (all Local 231 members) served as escorts to the passing caravan, while Local 231 member Willard Wilder offered his farm in Bellingham, Wash. as a campsite to the train.

The conestogas plan to average six hours travel daily, galloping along at four to six miles an hour, close to or along original pioneer routes. They should average 20 miles daily, stopping nightly in different communities.

At their destination, Valley Forge Park, Pa., the entire train will be encamped for three months. Along the way, additional bicentennial state wagons and outriders will join the entourage at points along the trail where the original pioneers left the trains to settle. The entire wagon train hopes to make it to Pennsylvania, more than 3,000 miles, by July 4, 1976 to celebrate the nation's 200th birthday.

So, if you see conestoga wagons, with men in buckskin and women in gingham going down the road in coming months, don't worry about your sanity. It's only the pioneers (and some brother teamsters) returning east 200 years later.

Tennessee Man Writes Fitzsimmons

Dear Bro. Fitzsimmons:

Each month when the mailman brings my pension check, I think how lucky I am to have been a truck driver and a Teamster. I retired last year after 34 years on the job at ET & WNC Transportation Co., and was a member of Teamster Local 667 in Memphis, Tenn.

Fraternally,
George Beckwith,
Memphis, Tenn.

STATE OF THE UNION

Safe Drivers

Veteran drivers from Hall's Motor Transit Co., are shown receiving special awards for 25 years on the road without a chargeable accident. Left to right are: Leon Woodruff, Gerald Hall, president of the company, Melvin Moyer, and Leroy Harshman—the drivers all of Teamster Local 776 in Harrisburg, Pa. Another driver, Charles Apperson of Teamster Local 592 in Richmond, Va., also qualified for the award but was not present for the photo.

Refusal to Bargain

Houston Local Wins Ruling Over Two Transfer Firms

TEAMSTER Local 968 of Houston, Tex., recently won a National Labor Relations Board decision over two transfer and storage firms on a charge of refusal to bargain.

The Board reversed an administrative law judge's dismissal of the complaint lodged by the Teamster local union against Wald Transfer & Storage Co., and the Westheimer Transfer & Storage Co., Inc., both of Houston.

Examination of the case showed that Local 968, representative of all drivers, helpers, warehousemen and craters, had a collective bargaining relationship with the companies for more than 25 years.

The relationship was studded with a series of collective bargaining agreements, the last of which expired in July, 1973. The facts supported the conclusion that the union enjoyed a presumption of majority support and that such presumption continued even after expiration of the agreement.

On the other hand, the employer showed that less than a majority of the workers had submitted checkoff authorizations prior to the time it refused to continue bargaining.

The Board disagreed with the judge's analysis that the employer's "doubt" of union majority status was valid.

There is a distinction, said the Board, between union membership and union support which forecloses reliance upon one as evidence of the other.

Union membership being voluntary in the right-to-work state of Texas, it was noted, emphasized the distinction. Many workers, while approving the union, may not choose to give it their financial support or participate as members.

It was concluded by the Board that the employer's conduct in waiting until the final bargaining session before questioning the union's majority support—without giving any explanation for its alleged doubt—constituted a refusal to bargain in good faith.

Brewery Local Wins Decision In Tennessee

The Coca-Cola Bottling Co., of Memphis, Tenn., unlawfully refused to bargain with Teamster Local 1196, according to a recent ruling by the National Labor Relations Board.

Although a brewery local union, the Teamsters affiliate is representative of production and maintenance workers employed at the Coca-Cola plant.

The Board said the company refused to honor a collective bargaining agreement with Local 1196 by not forwarding monies deducted from the wages of employees pursuant to dues checkoff authorizations.

The contract in question was executed between the employer and Brewery Workers Local 1196 which, following a vote, agreed to dump the AFL-CIO affiliate and go with the Teamsters. The Board amended the brewery workers' certification to reflect their affiliation with Local 1196.

Coca-Cola was ordered by the Board to cease the illegal conduct, bargain with the Teamster local union upon request, and to pay the union monies deducted from wages as dues checkoff.

Local 574 Wins Three Units In Missouri

Industrious organizers for Teamster Local 574 of Cape Girardeau, Mo., succeeded in three campaigns to add new members to its roster in recent weeks.

Robert Hutchings, secretary-treasurer of the union, said the largest win was at Griffiaw Furniture Mfg., Co., Inc., in Cape Girardeau where 31 production and maintenance workers as well as truck drivers were eligible to vote in the National Labor Relations Board ballot. The tally was 17 to 14 for the union.

By an 80 per cent majority, employees of the Brown Sand and Gravel Co., Inc., of Dexter, Mo., voted Teamster, and servicemen and brake mechanics at the Firestone Tire & Rubber Co., outlet in the Cape also voted for Local 574.

Altogether, the three winning ballots brought 50 members into the union.

NLRB Case

Significant Ruling Won By Teamster Local 294

TEAMSTER Local 294 of Albany, N.Y., emerged the winner recently when the National Labor Relations Board issued a decision making it costly for employers to engage in flagrant unfair labor practices with the aim of destroying union organizing attempts.

The case involved Trading Port, Inc., a grocery company in Albany. The company refused to recognize Local 294 despite a clear majority of authorization cards from the employees.

Instead, the company said it would demand an NLRB-supervised representation election to confirm the union's majority. But the company never went through with it. A strike followed.

The significance of the Board's decision against the company was that it strengthened a similar ruling made a year ago in another case.

In effect, the Board said that when it orders guilty employers to recognize and bargain with unions, those orders will be retroactive to the date the employer's unfair labor practices began. The Board vote was a hefty 4-to-1.

In the past, orders to bargain have been issued only when violations were so extreme that fair representation votes were considered impossible. They were to take effect on the date of the order issue.

Such practice permitted guilty employers to freely continue their unfair practices and ignore the union while continuing a steady flow of NLRB and court appeals. Thus the employer was able to buy time with the hope of continuing its non-union status or undermining the union's majority.

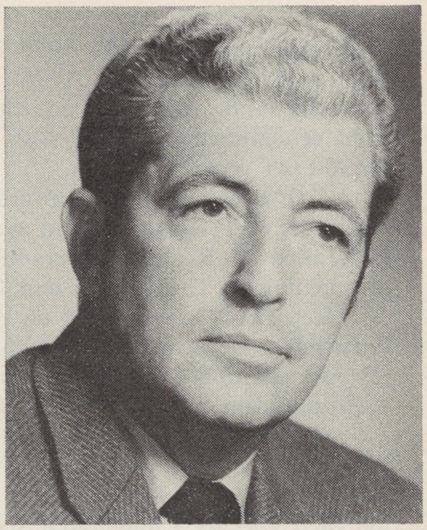
As a result of the decision involving Teamster Local 294, the new retroactive feature will allow a union to try to win backdating of any wage increases or other gains it achieves in the bargaining session following the Board's order.

Previously, unions could not demand that employers make such gains retroactive because bargaining unions held status as an agent of employees only from the date of the Board ruling.

In the Local 294 decision, the Board found that the company committed a wide range of labor law violations before, during and after a subsequent strike. Because of this, the Board threw out an eventual vote against the union.

Trading Port, Inc., was ordered by the Board to recognize the union and bargain with Local 294 retroactive to the date of violation.

Agent Dies



Gordon E. Morse, long-time recording secretary and business agent of Teamster Local 404 in Springfield, Mass., died recently in an auto collision. Morse joined the local union in 1946 and became a business agent in 1964.

Mortgage Flames

The executive board of Teamster Local 590 in Baltimore, Md., happily burns the mortgage on the union hall after making the final payment. Left to right are: Mickey Williams, vice president; Fred Killen, president; Eileen Housand, trustee; Jesse Thacker, trustee; Ruth Stiver, recording secretary, and Joseph Ritz, secretary-treasurer. Kenneth Kelm, trustee, took the photo.

Discharge Case Won by Local In Pennsylvania

Teamster Local 929 of Philadelphia, Pa., recently won a National Labor Relations Board decision in a discharge case involving Springfield Dodge, Inc., of Springfield, Pa.

The Board agreed with the administrative law judge that the employer violated the law by discharging night-shift mechanic Robert Lombardo and refusing to reinstate him, also by coercively interrogating other employees about their activities on behalf of Local 929.

A broad cease-and-desist order was levied against the company by the Board—in place of a narrow order recommended by the judge—and Springfield Dodge was further ordered to take the affirmative action of offering Lombardo reinstatement and reimbursement for any loss of earnings.

IBT Scholarship Application Due

Applications for the 1975-76 college scholarships are being accepted and should be submitted no later than November 30, 1975.

The fund, established by the 1966 convention of the International Brotherhood of Teamsters provides eight scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the four Area Conferences and are restricted to sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by the Federation of Regional Accrediting Commissions of Higher Education or which has membership in the Association of Universities and Colleges in Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admissions directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items:

***Parents' confidential statement:* By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Parents' Confidential Statement to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1976 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of four weeks.**

***Test scores:* All applicants must submit an official transcript as issued by the testing agency for *one* of the following tests: Scholastic Aptitude Test or American College Test.**

The tests may be taken during the applicant's junior or senior year but not later than December, 1975, for the American College Test and no later than January, 1976, for the Scholastic Aptitude Test.

***Academic record:* This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.**

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program achievement tests no later than January, 1976. Two of the achievement tests are to consist of English composition and mathematics Level I or II. The third achievement test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1976. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1975-1976 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his local union for the 12 months preceding the application deadline of November 30, 1975. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the 12 months preceding the application deadline are eligible if the member was not suspended from membership during the 12 months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but who have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1975, deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to the registration deadlines. Therefore, any applicant who submits his application in late November or early December should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1975-1976 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1975. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   LAST (Do not include Jr., II or III with your last name)
   ☐☐☐☐☐☐☐☐☐☐ ☐
   FIRST (Use your given name, not a nickname) MIDDLE INITIAL

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   STREET
   ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   CITY AND STATE
   ☐☐☐☐☐
   ZIP CODE

3. Date of Birth ______________________
   month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐
   Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of high school which you are attending:
   Name ______________________
   Address ______________________
   ____

7. Expected date of high school graduation ______________________ 1976

8. Early Admission Students:

   ☐ Check here if you are entering college on a full time basis in 1976 *without* completing high school. All early admission students are required to attach the following to his application:

   1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
   2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1976 I will complete (Check one):
   ☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once.
Do not apply until your last year of high school.

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

	Name	City, State
First choice		
Second choice		

11. Full name of Teamster parent ______________________
(please print)

Relationship (please check)

- ____ a. Father
- ____ b. Mother
- ____ c. Step-father*
- ____ d. Step-mother*
- ____ e. Guardian*
- ____ f. Other—specify relationship:* ______________________

Name and address of employer:

____

____

____

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed ______________________ Date ____________
Teamster member

Signed ______________________ Date ____________
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

____
Signed—Teamster member

Subscribed and sworn to before me this ____________ day of ____________, 1975 in the City (County) of ____________ in the State of ____________.

Seal

____
(Notary Public)

My commission expires ______________________

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number ____________________

Address ____________________

15. Area Conference Affiliation (check one):

☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * __________, is not and has no been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1975

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement

c. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. ____ since ____________________ (date after 11-30-74) after depositing his withdrawal card which was taken on ____________ (date), and that during the twelve consecutive months prior to his withdrawal he was not an officer or employee of this Local Union and was not suspended from membership.

e. ____ since ____________ (date after 11-30-74) after his transfer from Local Union ____________ (number). Forward this application to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

____

____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number ____________, was not an officer or employee of this Local Union and was not suspended from membership from __________________, 19___ until his transfer on __________________, 19____.

21. Signature of Secretary-Treasurer:

____

____

Teamster Local Union Number

20. ☐

Local Union Seal

____

date

If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number ____________, was not an officer or employee of this Local Union and was not suspended from membership from ______________________, 19____ until his transfer on ____________________, 19____.

24. Signature of Secretary-Treasurer:

____

____

Teamster Local Union Number

23. ☐

Local Union Seal

____

date

* * * * * * * * * * * * * * * * * * * *

ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE
FORWARD THIS APPLICATION DIRECTLY TO THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

Don't Leave Your Homefires Burning

THE BURNING of people is an epidemic in America. Deadly, nearly without public notice or concern, this epidemic takes thousands of lives. Hundreds of thousands of burn victims are treated by doctors or are admitted to hospitals for agonizing, lengthy treatment.

Since October 5-11 is National Fire Prevention Week, October is a good time to warn our members to take precautions against fire hazards.

Each year there are 12,000 deaths from fire, explosions and burns, and 300,000 horrible injuries. About 34 lives are lost each day.

The economic cost is appalling. Fires cost the United States approximately $3.02 billion annually in property lost. An estimate by the National Commission on Fire Prevention and Control gives the total estimated cost—including lost wages, sales, production, etc., as well as buildings and contents destroyed—as $12 billion a year. This means the average annual toll of fire waste is $57.14 for every man, woman and child in the nation.

Daily average property losses from fire include . . . 1,609 homes, 378 apartment buildings, 66 school and college buildings, 11 churches, 208 stores and offices, 53 restaurants, 111 industrial plants, and buildings on 70 farms. Staggering losses *every day!*

About one billion dollars is spent yearly to treat 300,000 burn patients. The Fire Prevention Commission says an individual's hospital stay and later treatment can add up to $60,000 or more. And at best, the person can be left scarred and somewhat disabled for life. Some burn victims say that living with the pain and the scars is worse than death.

Home fires—those in one- and two-family dwellings—are responsible for about a third of all fire deaths. These fatal fires most often take place between midnight and 6 a.m. when flames, smoke and toxic gases gain headway unnoticed while residents sleep.

Children and older persons are the most likely victims. Adults usually have the knowledge and physical coordination to react correctly in an emergency, but kids and the elderly often do nothing or the wrong thing. Children especially are apt to hide in closets or under beds during fires.

In fact, fire's victims are children about 30 per cent of the time. Some 3,500 U.S. youngsters through age 15 die from fire each year. About 25 per cent of those tragedies take place when the children are alone or without proper supervision.

Most people who die in home fires are killed by asphyxiation, not the flames. They inhale smoke and poisonous gases or are overcome by the heat. Thus, many die before the fire department arrives. This is the type of situation the National Fire Protection Association seeks to prevent.

Fires strike unexpectedly and quickly. They can exact a heavy toll in grief, physical suffering, and financial loss. Citing one family's experience is perhaps the best way of showing why families should be prepared for such emergencies.

When John and Amy Griswold put their four children to bed one night last fall they certainly didn't expect a fire to disturb their sleep.

Nevertheless, Amy awakened suddenly in the middle of the night to smell smoke. Opening the windows, she hurried the younger children outside, while John ran downstairs to the basement where two of the boys slept. He found them asleep in their beds. Just above their heads floated a cloud of noxious smoke created by a smoldering fire in the basement family room fireplace.

The Griswolds were lucky. Their sons had been saved by the upward movement of the smoke, and Amy had smelled it in time. But they learned their lesson. Now the Griswolds have an early warning device—a smoke and fire detector system installed on all three floors. What could have become a tragedy taught one family a vital lesson.

The National Fire Protection Association urges all families to install similar devices in their homes to prevent a real tragedy from happening.

Two types of detectors have been developed for home use. A heat detector warns you of a flaming fire in the immediate area of the detector. A smoke detector warns you at the first trace of smoke in the house.

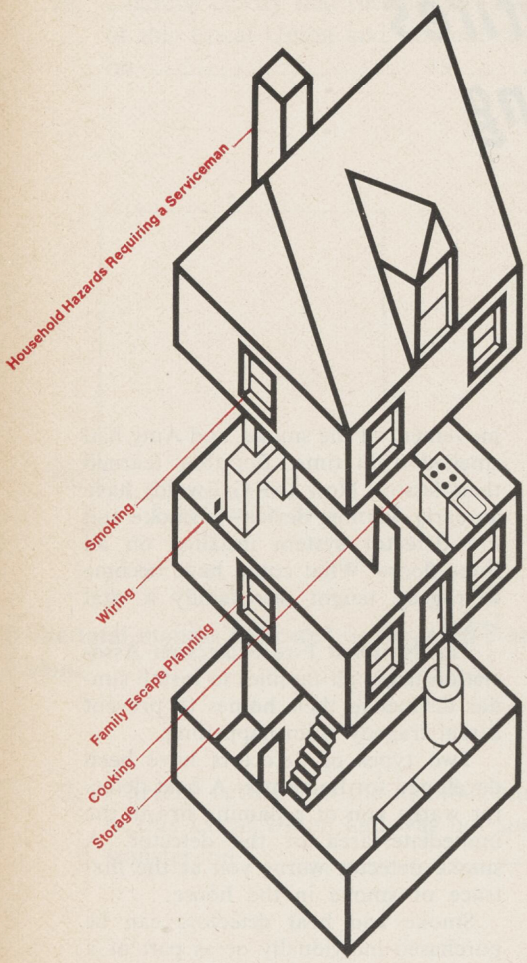
Smoke and heat detectors can be purchased individually or as part of a system. Wired systems or a system of unwired devices cost $400 and up, usually. A labeled, single station smoke or heat detector costs about $50.

Above all else, the homeowner should satisfy himself that every component of any equipment purchased has been labeled safe by a nationally recognized fire-testing laboratory such as Underwriters' Laboratories (UL) or Factory Mutual (FM) and has been correctly installed.

If you have detection equipment already, don't be complacent. It can't stop you from smoking in bed, leaving smoldering butts in the sofa, or using hazardous appliances. Basic fire prevention rules must be taught and obeyed in your family for that. And escape planning is a must. After the alarm operates, everybody needs to know what to do.

Most fatal home fires start when you're asleep and least prepared. It helps to plan escape routes in advance, so that every family member knows them in an emergency, especially if normal exits become blocked with smoke and heat.

For your escape plan, draw up a floor



Home Fire Check

Kitchen

All electrical appliances and tools should have a testing agency label. Have appliances repaired if they aren't working right.

Don't overload the outlets.

Water and electricity combined cause shock. Have dry hands; don't stand in water. If an appliance gets wet, have it serviced.

Don't store things over the stove. People get burned reaching.

Turn pot handles so children can't pull them down.

Wear tight sleeves when you cook. Loose-fitting garments can catch fire.

Living or Family Room

Use large ashtrays. Dispose of smoking materials carefully.

Before you go to bed, look under cushions for burning cigarettes.

Use a metal fireplace screen. Have the chimney checked and cleaned regularly.

Put lighters and matches where small children won't find them. Use special outlet covers to keep children's fingers out.

Allow air space around the TV and stereo to prevent overheating. If the TV doesn't work right, it can be a fire danger. Have it checked out.

Keep portable heaters away from people and combustibles.

Bedroom

Buy a smoke detector and install it outside your sleeping area. It should have a testing agency label.

Plan two escapes from each bedroom.

Smoke in a chair, not in bed.

Don't overload electrical outlets. Have special circuits installed for heavy-duty appliances such as air conditioners.

Leave electrical cords in the open. Don't run them under rugs, over hooks, or through door openings. Check them routinely for wear.

Basement, Garage, and Storage

Store gasoline and other flammables in tight metal containers. Don't use flammable liquids near heat, a pilot light, or while smoking.

Have heating equipment checked yearly.

Clean up your workbench. Keep flammables away from sparks.

If a fuse blows, find the cause. (Replace a fuse with one the correct size.)

Sort and remove rubbish. Don't store things near the furnace or heater.

Outdoors

Is your roof fire retardant? If it's not made of tile or slate, the roofing should be labeled Class C.

Don't use gasoline on a grill fire ever. Once the fire has been started, never use lighter fluid either. Use dry kindling to revive the fire.

Move lawnmower away from gasoline fumes before starting. Cool motor before refueling.

Use flashlights, never fire, inside a tent. Buy a flame-retardant tent.

Install a lightning protection system.

plan of your home. Show windows, doors, stairs and rooftops that can be used. Determine two means of escape from each bedroom. One will be the normal exit from the house. For the other, a window that opens easily may be the only alternative. Consider installing an escape ladder or cutting a door between bedrooms if windows are high above ground.

Indicate on the plan each family member's escape routes. Keep these routes free from obstruction.

Agree on a warning device to waken and warn the family when fire is discovered—first choice is your smoke detector. Otherwise get some whistles or other signal devices. Set a meeting place outdoors for a head count. Assign someone to prevent children and the elderly from trying to return to the burning house.

Always sleep with bedroom doors closed. It will increase your escape time and hold back smoke. If you suspect fire, test the door with your hand. If it is hot, don't open it—the hall is already too hot to enter. If you think it's safe, brace your shoulder against the door and open it cautiously. Be ready to slam the door shut if smoke or heat rush in. Simulate fire situations and practice escaping to the outdoors and meeting at the assigned spot. In a real emergency, call the fire department from a neighbor's phone, not your own. Taking such safety precautions could someday save your life.

High Rise Escapes

Escaping from offices, high rise buildings, apartments and public places you happen to be in when fire breaks out will be safer if you exercise caution.

In a building or high rise fire, stay cool and calm. Don't head for the elevator or roof—the danger can prove fatal and the chance of a "Towering Inferno" type of rescue is practically nil.

Know how to sound the building's alarm and call the fire department. Know the difference between the sound of the fire alarm and other signals in the building. Know where the safe areas in the building are (usually marked by signs in the lobby and elsewhere). Descend to the exit level and leave the building, or get as many stories as possible below the lowest fire floor in an emergency.

Remember that your worst enemy is smoke. Smoke, heat and gases can choke and kill you after a few breaths. If you are caught in smoke, get down and crawl. Keep low where the air is best. Cover your mouth and nose with a damp cloth to aid breathing.

If you live in a high-rise, install a smoke detector outside your sleeping area. Learn the location of fire exits and alarm boxes near you and know the fire department number. Sound the alarm if you see smoke or detect a burning smell, and have a prepared plan showing your escape routes (ask your employer or the building manager about it).

Should you become trapped in a high rise or office building, stay calm! That way you will think and take the right action. In smoke, crawl don't walk. Hold your breath and close your eyes when you can. Put closed doors between you and the smoke and heat. Seal off cracks around doors and vents as you go, using cloth or a rug. Soak them if water is nearby. Find a room with an outside window. Open it slightly at top and bottom or break it out if necessary. If there's a phone, use it to tell the fire department where you are, even if they're already on the scene. Then keep signaling your position from the window.

Make a mental note of several fire exits whenever you enter a restaurant, store, theatre, or other public building. Smoke or a burning smell can mean a fire emergency—heed such signs; then use your knowledge of fire exits to avoid crowded main exits.

Preventing Fires

Far better than having to escape from a fire is learning how to avoid starting one. As the NFPA says: "Learn Not to Burn."

Are there any fire hazards in your house? "Nearly every house is beset by at least some of the many conditions that cause fire," says NFPA President Charles S. Morgan, "although families seldom take time to think about this."

In the U.S., fire damages or destroys more than half a million homes each year, claiming some 6,500 lives in dwelling fires.

Families should check their homes carefully and get rid of fire hazards, Morgan recommends. "Don't hesitate to ask your fire department to inspect your home for possible hazards."

Topping the list of major causes of home fires, according to studies made by NFPA, is carelessness in the use and disposal of smoking materials. Adults are the major offenders—including those who persist in smoking in bed—but children, too, are responsible for starting tens of thousands of dwelling fires each year by playing with cigarettes, matches and lighters.

Other major home fire hazards include those involving electricity—defective wiring, wrong size fuses, worn appliance and extension cords, and electric cords run under rugs.

Rubbish that piles up in the attic, basement, closets, garage and yard can be treacherous. So can paint and flammable liquids, used and stored improperly; chimneys and flues that are dirty and defective; heating and cooking equipment which needs cleaning and repair; and open flames and sparks.

And don't forget about the roof. If the one over your head isn't flame retardant, you could be in for trouble. A flammable roof can ignite from chimney sparks, brush fire, or from a house that is on fire down the street.

Slate or tile roofs offer the best fire protection, according to the NFPA. Next best are those rated Class A, B, or C by recognized testing laboratories. Class A has passed the most severe fire exposure tests; Class C is the least severe acceptable standard. These standards include most asphalt shingles as well as wood shingles which have been chemically treated to retard ignition and flame spread.

Untreated wood shingles have helped burn down thousands of homes, as winds carried burning brands from house to house. They quickly spread fire and can endanger entire neighborhoods.

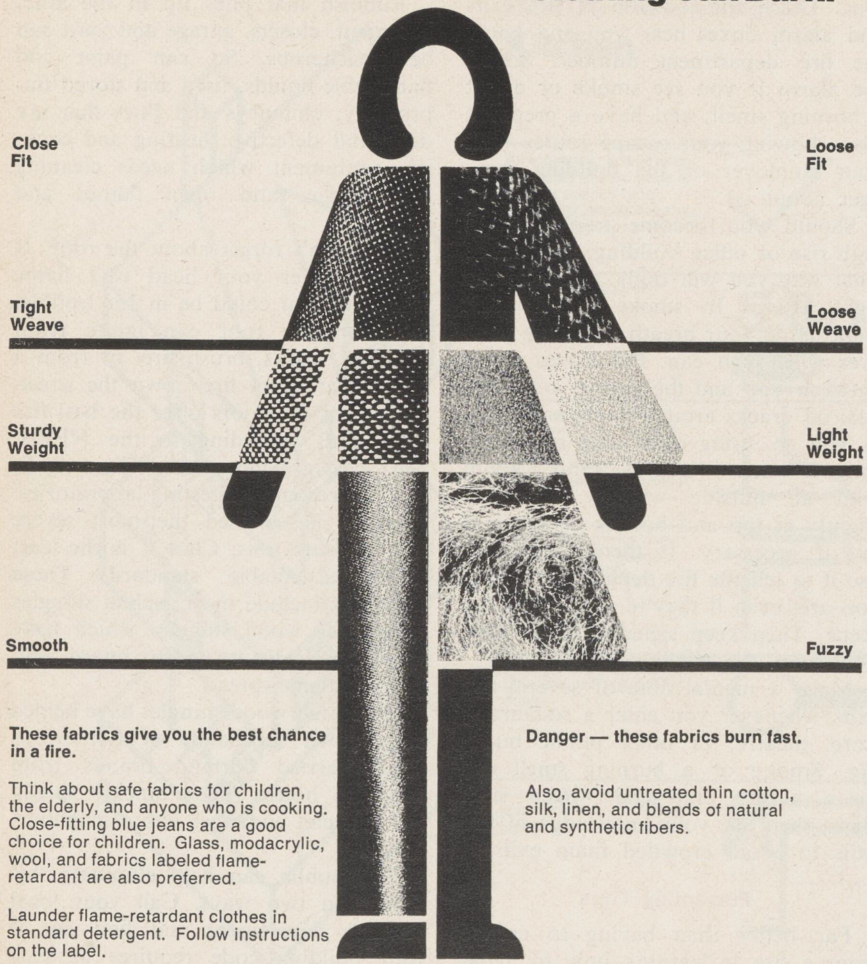
The public can help eliminate this hazard in two ways. Call your local building department and find out if your building code requires at least Class C roofing. If it does, make sure the code is being enforced. If your code is not up to the Class C minimum standard, write to your state legislator and COMPLAIN. Even if your roof is fire-safe, you are in danger if your neighborhood is full of flammable roofs.

Clothing Burns, Too

It doesn't take a flaming house to cause serious burns. They happen every day. A toddler experiments with matches or climbs on the stove. A child pulls a pot handle down or trips and falls against an open heater. A boy throws gasoline on an open fire or refills a hot or running lawnmower. A woman dangles loose sleeves over a stove burner. An older person drops a lit match or cigarette on his clothing. They're all emergencies hospital crews handle daily. They are among the most serious, crippling and frequent causes of burns.

Burning clothing represents a major danger, especially to children and the elderly. How can you prevent these accidents? By learning the hazards and taking the necessary precautions.

Clothing Can Burn!



These fabrics give you the best chance in a fire.

Think about safe fabrics for children, the elderly, and anyone who is cooking. Close-fitting blue jeans are a good choice for children. Glass, modacrylic, wool, and fabrics labeled flame-retardant are also preferred.

Launder flame-retardant clothes in standard detergent. Follow instructions on the label.

Danger — these fabrics burn fast.

Also, avoid untreated thin cotton, silk, linen, and blends of natural and synthetic fibers.

When you buy garments, consider four qualities: weave, weight, texture and fiber. Buy tight weave, heavy weight, smooth fabrics. Some safer fibers are made of glass, modacrylic, and wool. Buy fabrics labeled flame-retardant, especially in children's sleepwear. If a fabric is fire-resistant, the label will say so.

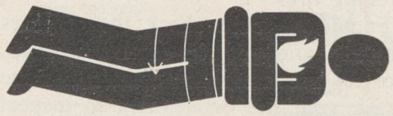
Dress children in clothes that are the correct size and a reasonably close fit. Loose-fitting garments ignite easily and allow more of the body to burn. Dress girls in pajamas rather than nightgowns.

Take care when laundering flame-retardant materials. Do not dry clean or use bleach, fabric softener, non-phosphate detergents or soap on treated fabrics. They mask the flame-retardant qualities of fabrics that have been specially treated. Use standard detergent instead.

If, despite your precautions, your clothes catch on fire:

1. DROP down immediately.
2. ROLL. Wrap up in a blanket, coat, or rug to smother flames. (If nothing is handy, forget it. Don't take the time to look!)
3. REMOVE smoldering clothing.
4. CALL a physician or ambulance.

NEVER RUN—NEVER REMAIN STANDING.



The moment fire ignites anyone—his clothing, hair, skin—"Drop and Roll" should go into action, fire safety experts say. Remembering can make the difference between living or dying, between escaping with minor injury or suffering the deep, painful, slow healing burns that can destroy limbs, damage eyesight, and leave disfiguring scars.

No matter what the circumstances, don't let a burning person run or even remain standing. Get him into a lying down position immediately, so flames and toxic smoke don't reach his face and lungs.

Safety Training at Home

The final step, after eliminating the sources of fire in your home and learning what to do in case of fire, is teaching your family, especially young children, fire-safe behavior.

Children learn by example and instruction. You are responsible for teaching them how to be fire-safe. Your guidance will encourage them to use good judgment at play and in emergencies.

The NFPA offers these suggestions for teaching your children about fire's danger.

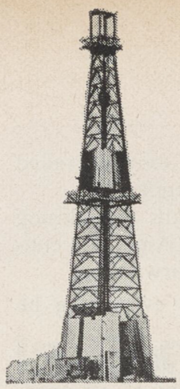
SMALL CHILDREN:

1. Always watch your children. They often play with the stove or matches and get burned *when they are alone.*
2. Teach them not to climb across or reach onto the stove. Conceal matches and lighters.
3. Have a babysitter when you are away. Children do not react rationally to emergencies. An adult must be there to help them in case of fire.
4. Instruct the babysitter to react to fire by getting her charges out fast and preventing them from trying to return.
5. The sitter should know the escape routes from your home and the procedure for calling the fire department.

OLDER CHILDREN:

1. Discuss the science of combustion with your children (fire = fuel, air, heat) and safe housekeeping procedures. Teach responsibility.
2. Set a good example in the safe use and storage of matches and flammable liquids.
3. Teach children to recognize the danger of clothes near heat sources, especially stove burners. Supervise them when they are cooking. Children often get burned when cooking alone.
4. Teach children to recognize household fire hazards such as cracked wires and spilled gasoline.
5. Boys often get burned playing with or tending an outdoor grill or open fire. Family discussion and showing them the hazards may avert accidents.
6. Supervise children while they learn tasks like tending the fireplace or filling the lawnmower.

Go to any hospital burn unit and look at the patients. That is all the incentive most people need to avoid fire's dangers.



Lid Is Off

ENERGY PRICES ARE ON THEIR WAY UP

THE AMERICAN consumer has been between a rock and a hard place for nearly a decade, but the squeeze promises to become even tighter now because of the economics and the politics of oil.

When the U.S. Senate on September 10, 1975, failed to override President Ford's veto of legislation extending price controls on domestic oil for six months, the consumer confronted the prospect of paying even higher prices for everything he needs to exist.

A Library of Congress study estimates that decontrol of domestic oil will cost the American consumer $72 billion over the next five years by raising prices of everything affected by petroleum—from gasoline for his auto to food for his table.

Under controls, 60 per cent of domestic crude oil was priced at $5.50 per barrel, compared to $13 per barrel for foreign crude. With controls off, American oil producers are now free to raise prices to the $13 level. Making the price cloud even blacker over the American consumer's head is the prospect that foreign oil producers (the so-called OPEC nations) are considering up to a 13 per cent increase, a level to which now decontrolled domestic oil could rise.

From a political standpoint, the American consumer stands hopelessly on the sidelines as President Ford and U.S. Congress jockey for position with the American voter.

The politics of oil are evident from statements coming from congressional spokesmen and spokemen for the White House.

One report circulating in Washington, D.C., was that the Democratically-controlled Congress would allow prices to rise for a period, blame Ford for the increase, and then roll prices back.

In his veto message, President Ford told the American public that he vetoed the legislation for three reasons:

1. To save American jobs;

3. To protect our future economic stability and national security; and

3. To assure that this nation after months and months of delaying achieves a national energy program for future independence from foreign suppliers.

Rep. John Dingell (D-Mich.), chairman of the House Energy Subcommittee responded: "The Administration is attempting to put into place the foundation for horrendous fuel price increases and the likelihood of more energy shortages."

Senator Edmund Muskie (D-Maine) said: "A preliminary report from the Congressional Budget Office showed decontrol would cost 600,000 jobs by the end of 1977, increase wholesale prices by 4 per cent, and reduce overall economic growth by as much as 200 per cent."

Senator Gary Hart (D-Colo.) said: "Immediate decontrol of oil prices would be disastrous for American working people and an unjustified windfall for the giant oil companies."

Senator Henry Jackson (D-Wash.), an announced Presidential hopeful, said: "Unless Congress overrides the veto and prevents decontrol, America's farmers will face substantially higher operating costs, consumers will face even higher prices for food than has been previously predicted, and the economic health of rural America once again will be imperiled." These were the effects Congress could foresee even before the veto override came to a vote.

Alan Greenspan, chairman of the Council of Economic Advisers said: "The administration expects only 'minimal impact' on the economy from the end of controls—either abrupt or long-term. One reason is that the economy is showing signs of recovering more strongly than expected."

J. Dawson Ahalt, an Agriculture Department economist, told a Senate panel that the immediate lifting of controls would increase retail food prices seven-tenths of one per cent over the next 27 months.

From Federal Energy Administrator Frank Zarb came the announcement that President Ford is considering legislation to spread decontrol over a three-year period for independent refiners and marketers, to maintain government control over propane gas distribution, and make sure retail dealers are not cut off from fuel supplies.

While we have an admitted energy shortage, there was an abundance of political comment on the failure of Congress to override President Ford's decontrol of oil prices. From that abundance, the American consumer was reaping more confusion than assurance that he will have energy at prices he can afford.

The politics of oil was rampant in Washington, D.C., following President Ford's ability to sustain a veto.

That was half of the consumer's dilemma. The other half was tied up in the economics of oil.

Oil companies are the epitome of brutal economics. They have the word from Washington, D.C., that prices on domestic oil will eventually be decontrolled.

The only assumption the American consumer can make is that the socially bankrupt oil companies will hold their oil in the ground until domestic oil prices can be raised to equal foreign prices for crude.

That assumption gains validity from Alan Reynolds, economist from the respected Argus Research Corp., who says: "To tell oil companies you are going to decontrol oil prices gradually is to tell them to hang on to their oil—to keep it in the ground."

The ace in the hole for oil producers is that no national energy policy and no controls will allow them to hike prices at will, triggering a wide range of consumer price increases which will ultimately fire inflation, retard economic recovery, and throw thousands more American workers out of jobs. Only the timing of such increases remains in doubt.

The factual economic result of the energy shortage are these:

1. Energy products, which have been increasing sharply in price over the last several months, rose 2.9 per cent in August, 1975. Further increases are expected in the coming months as a result of the expiration of price controls.

2. Crude oil prices were up 2.3 per cent in August to a level of 13.7 per cent above a year ago. Refined petroleum was up 3.8 per cent over the month before and 10.1 per cent over a year ago, while the price of coal dropped 1.1 per cent but was still 5.6 per cent above the August, 1974, level.

The August climb in prices for fuel and power offset a drop in agricultural prices and pushed overall wholesale costs up eight-tenths of a per cent, according to Labor Department figures.

The jump in wholesale prices indicates consumers can expect further sharp increases at the retail level over the next few months.

The Senate vote which failed to override President Ford's veto was 61 to 39, six votes short of the two-thirds majority required to pass the price control extension for six months. (A tally showing how each senator voted appears with this article.)

Teamsters were joined by the rest of organized labor in fighting to maintain price controls on domestic oil. Many other organizations and groups lined up on the side of continued price controls.

In the end, the oil lobby prevailed against the rest of the country.

With the winter months fast closing in on the calendar, the American consumer had this to look forward to:

1. Higher prices for everything he buys;

2. Depending upon where he lives in the distribution system of oil products, he may face gasoline shortages and long lines at the gas pump;

3. Shortages of natural gas to heat his home in the cold winter months, again depending upon where he lives; and

4. Job layoffs if he works in an industry fueled by natural gas.

Meanwhile, as the economics and politics of oil boil in oil company headquarters, in the federal Congress and in the White House, it looks like a long hard winter for the American consumer.

SENATE FAILS TO OVERRIDE FORD'S VETO — OIL PRICE CONTROLS OFF

The following is the way individual senators voted September 10, 1975, when that chamber voted on President Ford's veto of legislation which would have extended price controls on domestic oil for six months. Teamsters supported the six month extension of price controls. The senate failed by six votes to override the President's action.

(A vote to override the vote was a right (R) vote. A vote to sustain the veto was a wrong (W) vote.)

ALABAMA	
Allen (D)	R
Sparkman (D)	R
ALASKA	
Gravel (D)	W
Stevens (R)	W
ARIZONA	
Goldwater (R)	W
Fannin (R)	W
ARKANSAS	
Bumpers (D)	R
McClellan (D)	R
CALIFORNIA	
Cranston (D)	R
Tunney (D)	R
COLORADO	
Hart (D)	R
Haskell (D)	R
CONNECTICUT	
Ribicoff (D)	R
Weicker (R)	W
DELAWARE	
Biden (D)	R
Roth (R)	W
FLORIDA	
Chiles (D)	R
Stone (D)	R
GEORGIA	
Nunn (D)	R
Talmadge (D)	R
HAWAII	
Fong (R)	W
Inouye (D)	R
IDAHO	
Church (D)	R
McClure (R)	W
ILLINOIS	
Percy (R)	W
Stevenson (D)	R
INDIANA	
Bayh (D)	R
Hartke (D)	R
IOWA	
Clark (D)	R
Culver (D)	R
KANSAS	
Dole (R)	W
Pearson (R)	W
KENTUCKY	
Ford (D)	R
Huddleston (D)	R
LOUISIANA	
Johnston (D)	W
Long (D)	W
MAINE	
Hathaway (D)	R
Muskie (D)	R
MARYLAND	
Beall (R)	W
Mathias (R)	R
MASSACHUSETTS	
Brooke (R)	R
Kennedy (D)	R
MICHIGAN	
Hart (Philip) (D)	R
Griffin (R)	W
MINNESOTA	
Humphrey (D)	R
Mondale (D)	R
MISSISSIPPI	
Eastland (D)	W
Stennis (D)	R
MISSOURI	
Eagleton (D)	R
Symington (D)	R
MONTANA	
Mansfield (D)	R
Metcalf (D)	R
NEBRASKA	
Curtis (R)	W
Hruska (R)	W
NEVADA	
Cannon (D)	R
Laxalt (R)	W
NEW HAMPSHIRE	
Cotton (R)	R
McIntyre (D)	R
NEW JERSEY	
Case (R)	R
Williams (D)	R
NEW MEXICO	
Domenici (R)	W
Montoya (D)	W
NEW YORK	
Buckley (R)	W
Javits (R)	R
NORTH CAROLINA	
Helms (R)	W
Morgan (D)	R
NORTH DAKOTA	
Burdick (D)	R
Young (R)	W
OHIO	
Glenn (D)	R
Taft (R)	W
OKLAHOMA	
Bartlett (R)	W
Bellmon (R)	W
OREGON	
Hatfield (R)	W
Packwood (R)	W
PENNSYLVANIA	
Schweiker (R)	R
Scott (R)	W
RHODE ISLAND	
Pastore (D)	R
Pell (D)	R
SOUTH CAROLINA	
Hollings (D)	R
Thurmond (R)	W
SOUTH DAKOTA	
Abourezk (D)	R
McGovern (D)	R
TENNESSEE	
Baker (R)	W
Brock (R)	W
TEXAS	
Bentsen (D)	W
Tower (R)	W
UTAH	
Garn (R)	W
Moss (D)	R
VERMONT	
Leahy (D)	R
Stafford (R)	R
VIRGINIA	
Byrd (Ind.)	R
Scott (R)	W
WASHINGTON	
Jackson (D)	R
Magnuson (D)	R
WEST VIRGINIA	
Byrd, Robert (D)	R
Randolph (D)	R
WISCONSIN	
Nelson (D)	R
Proxmire (D)	R
WYOMING	
Hansen (R)	W
McGee (D)	W

LEGISLATIVE REPORT

In Congress

Workmen's Compensation Standards Sought

SUPPORTERS of legislation to establish federal standards for workers' compensation hope that Congress will act on the proposed measures before the end of the current session.

A bill to establish such standards was introduced in the Senate by Harrison A. Williams, Jr., chairman of the Senate Labor and Public Welfare Committee, and Sen. Jacob Javits of New York.

A Senate labor subcommittee is close to hearings on the measure. Williams, Javits and other supporters hope to move it through the Senate within the next couple of months. The House of Representatives, though its timetable is less definite, also is expected to act on the measure.

The workers' compensation legislation is a natural follow-up to the Occupational Safety and Health Act of 1970 in which Congress declared that American workers must have safer and healthier work sites.

Now the next step is to make certain that workers are adequately and fairly compensated for any injuries or illnesses that befall them on the job.

A section of the 1970 safety-health law provided for the establishment of a National Commission on State Workmen's Compensation Laws to look into "serious questions" about their adequacy in the light of economic needs, a changing labor force, new hazards and risks to safety and health, and "increases in the general level of wages and living costs."

The commission conducted an extensive study and reached the "inescapable conclusion that state workmen's compensation laws in general are inadequate and inequitable."

It made 19 recommendations for improving state programs and urged their implementation by 1975. These included broader coverage of employees and occupational diseases; substantial replacement of income lost by workers due to injuries or diseases; a speedup in delivery of benefits, and provision for adequate medical care and rehabilitation.

The commission's recommendations were essentially the goals that organized labor, including the International Brotherhood of Teamsters, has sought for many years.

Since the commission delivered its final report, however, state workers' compensation programs are generally unchanged, still falling short of labor's goals.

Organized labor has long contended that federal standards for workers' compensation are needed just as there are federal standards for state unemployment benefits.

The latest legislation proposed in Congress is a repeat in most respects of a federal standards bill for workers' compensation introduced in 1973 by Williams and Javits. Hearings were held that year and again in 1974 but Congress did not take action.

Recently, *Congressional Quarterly*, in an article summing up the workers' compensation issue, cited the task force's own figures to show that as recently as April, 1975, only four states met the commission's recommendations on death benefits for spouses, only 22 states had a maximum death benefit equal to 100 per cent of the state's average weekly wage as the commission proposed, and there are still 22 states that do not have a compulsory-coverage compensation law.

Now Williams and Javits have revised and stiffened their 1974 legislation. It would provide strong standards for medical benefits and rehabilitation services, compensation for injury or illness, death benefits and payments to ensure adequate wage replacement; allow an individual to sue in court if he believes his state has shortchanged him on workmen's compensation; and permit the Secretary of Labor to take steps to bring about a state's compliance with standards.

When the hearings get underway, representatives of organized labor will testify or file statements supporting the latest Williams-Javits bill just as they have previously backed federal standards legislation.

The Ford Administration has not officially revealed what its position on standards will be. However, it is expected to seek a delay until at least next year on grounds the "task force" still has not completed its work, according to *Congressional Quarterly*.

● Wage-and-Hour

The Fair Labor Standards Act (FLSA), as amended, covers the great majority of workers. It is known as the federal wage and hour law. The law is enforced by the Wage and Hour Division of the Department of Labor.

CAB Urged To Protect Airline Labor

The Teamsters Union has requested the Civil Aeronautics Board (CAB) to provide adequate labor protective provisions before finalizing any deregulation proposals.

In a letter to the CAB concerning the agency's proposed actions, Marvin Griswold, director of the Teamsters Airline Division, wrote:

"It is the firm opinion of the International Brotherhood of Teamsters, as the collective bargaining representative of more than 30,000 employees engaged in all aspects and phases of the air transportation industry, that the work force must be assured adequate labor protective provisions before any de-regulation experiment is approved."

Griswold added that in his opinion the CAB had a "duty and responsibility" to assure airline workers they will not suffer losses if the agency's rule changes affect the operations of employers.

Dunlop Offers:

Proposal for Revising Construction Bargaining

LABOR Secretary John T. Dunlop has offered an outline of legislation being drafted to revise the framework of collective bargaining in the construction industry.

Dunlop said the major provision of the proposed legislation would set up a "Construction Industry Collective Bargaining Committee."

The committee would be composed of 10 representatives each from labor and management and as many as three neutral members—all to be appointed by the President.

In addition, the Secretary of Labor and the director of the Federal Mediation and Conciliation Service would serve as ex officio members.

Dunlop explained that the legislation would be applicable only to unions affiliated with the AFL-CIO Building and Construction Trades Department and the Teamsters Union. He said it was designed to improve dispute settlement with a minimum of government interference in the collective bargaining process.

It was asserted by Dunlop that the proposal has received the backing of the building trades unions as well as the contractors with whom they negotiate. It is known, however, that the AFL-CIO group did not unanimously support the proposal when it was aired for their benefit.

The Teamsters Union has yet to take an official position on the proposal.

Dunlop's proposal would require that labor organizations give 60 days' notice to their national unions before expiration or reopening of contracts. Likewise, contractors would have to notify their associations, too.

Should the President's committee decide to take jurisdiction in a dispute, any strike or lockout would have to be deferred 30 days from the expiration date of the contract.

At that point, there would be a number of actions that might be taken by the committee.

It could, for example, refer the dispute to craft boards or to machinery set up by labor and management in the industry.

Or, the committee could decide to meet with the disputant parties themselves, possibly requesting the national unions and national contractor associations to become involved. In such a case, the national union involved would have to approve any settlement for an agreement to take effect.

The proposed legislation would expire five years after signing into law and, according to Dunlop, definitely would not apply to jurisdictional disputes or grievances. The law would relate specifically to contract disputes only.

In a round-about way, the Secretary of Labor admitted the proposed legislation was aimed at prohibiting inflationary contracts as well as insuring labor-management peace.

He said: "There is a good deal of evidence that in the period 1966 to 1971, the wage structure of the industry was getting increasingly out of line and contributed to inflationary developments. After a period of moderation to 1974, we have seen this return in parts of the country."

Even while tipping his executive hat to construction unions for making a contribution in the fight against inflation during the Nixon Administration's "phase" era, Dunlop noted that unions in some localities now are trying to leapfrog for increases that complicate the construction pattern.

Dunlop said the proposed legislation is not an overnight development but has been discussed with labor management in the construction industry for a decade.

He stressed that the bill does not call for compulsory bargaining nor does it contain any anti-strike provisions.

Finally, said the Labor Secretary, he had discussed the proposal with leaders of the Senate and House labor committees and came away with the feeling they would give the bill a high priority when it was introduced.

Census Report

Family Income Dropped, Poverty Gained in 1974

WHILE the income of Americans increased last year it did not keep pace with inflation and the number of people living in poverty increased.

The Census Bureau figured median family income last year at $12,840—up seven per cent over 1973. But real median income fell because of the recession and an 11 per cent gain in the inflation rate.

Among families whose breadwinners were able to keep their jobs in 1974, median income was $16,072, up 10 per cent from 1973, but down about one per cent when adjusted for rising prices.

The bureau reported that if your family's income was over $20,445, it was in the top 20 per cent among America's 55.7 million families; if it was over $31,948, your family was in the top five per cent; over $50,000 and it was in the top one per cent.

The latest report showed once more that distribution of family income has changed little over recent years. The top 20 per cent of all families had about 40 per cent of the income. The bottom 20 per cent had only about five per cent of all income.

The bureau also found that 24.3 million people lived below the government's official poverty line of $5,038 in annual income for a family of four—an increase of 1.3 million, or 5.6 per cent, from 1973.

Even with a poverty level that labor leaders say is too low, that meant that 11.6 per cent of the country's population—about one out of nine persons—lived in poverty in 1974.

The bureau also released figures to show which groups of people live in poverty. Last year, the impoverished included 15.7 per cent of all people over 65; 8.9 per cent of the whites; 31.4 per cent of the blacks; 15.5 per cent of all children under 18 and 40.7 per cent of all black children under 18.

Tip for Drivers

IRS Position on Deductions For Meals, Lodging Expense

THE Internal Revenue Service recently issued a statement of its position regarding the deductibility of expenses incurred by over-the-road truck drivers.

The rule applies to drivers who have unreimbursed expenses for meals and lodging on layovers.

According to the basic IRS tax rule, all business travel for meals and lodging is deductible only on overnight trips away from home.

The IRS has agreed that an employee away from home—who is given "relief from duty" or "released time" that is "a sufficient period of time in which to get necessary sleep and rest"—is entitled to deduct his meal and lodging costs.

There has been confusion in the past, however, about when an employee is "released" and how much time is enough for "sleep and rest." Now the IRS has devised some guidelines for truck drivers' expenses that will be helpful.

An example cited by IRS is this one:

> *A driver hauls loads on round trips of several hundred miles.*

On some of these trips he switches his tractor to a loaded trailer at the destination and returns to his home city after a half-hour layover.

The IRS says the cost of meals eaten during the half-hour layover isn't deductible as an away-from-home travel expense.

On other trips the driver has an 8-hour layover, either because another loaded trailer isn't available or because he is to return with the same trailer reloaded. Though he is not formally released to obtain necessary rest, the employer tacitly agrees to it on these layovers. On these trips, IRS says, the cost of his meals and lodging is deductible as an away-from-home travel expense because the 8-hour layover was for a substantial period of time that enabled the driver to get needed sleep or rest.

Rule is Flexible

In this instance, the IRS cites only the extremes of a half-hour break that isn't eligible and an 8-hour layover that is eligible. But the agency has acquiesced in court decisions allowing deductibility for stops of as little as two and a half hours.

For Calendar '74

Motor Vehicle Registration Totals 130 Million in U.S.

REGISTRATION of motor vehicles in the United States totaled nearly 130 million during calendar year 1974, according to the Federal Highway Administration (FHA).

The specific number was 129,943,087 motor vehicles—some 4,273,095 higher than the 1973 figure for a 3.4 per cent increase.

It was the smallest year percentage increase since 1970.

A breakdown of the 1974 registration revealed:

—There were 104,898,256 automobiles, a 2.9 per cent gain over 1973.

—There were 24,598,284 trucks for a 5.8 per cent gain over the year.

—There were 446,547 buses for a 5.1 per cent increase.

FHA officials pointed out that motorcycles and trailers were not included in the total registration figures.

Most states combine motorcycles, motor scooters and motorized bicycles into one registration group. The 1974 total of such registrations was 4,961,589.

There were nearly 12.5 million trailers registered but because laws exempt some kinds of trailers, the FHA considers the total to be of limited significance.

California registered 13.7 million motor vehicles in 1974, followed by Texas with 8.0 million, and New York with 7.5 million.

Pennsylvania registered 7.1 million motor vehicles, Ohio 7.0 million, Illinois 6.2 million, Florida 5.6 million, and Michigan 5.4 million.

There were an additional 26 States with more than 2 million motor vehicles registered.

New Group

President Ford Names Fitz To Construction Committee

TEAMSTER General President Frank E. Fitzsimmons is one of 10 labor members named by President Gerald Ford to serve on his newly established labor-management committee to facilitate collective bargaining in the construction industry.

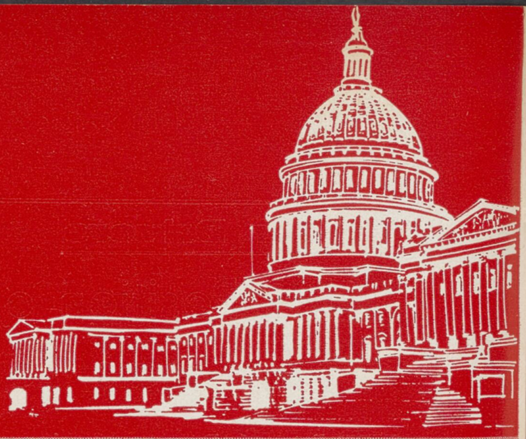
The committee was created by Executive Order last April. It consists of 10 members each from labor and management. In addition, Secretary of Labor John T. Dunlop serves as chairman and Director W. J. Usery of the Federal Mediation and Conciliation Service is an additional committee member.

The committee is authorized to meet with parties involved in bargaining disputes and make recommendations for agreements "which recognize the interests of each branch of the industry and preserve existing procedures that have been effective."

The committee also will study ideas to reduce job instability; consider ways to raise productivity; seek more adequate wage-benefits data as "a base" for expanded regional and national bargaining, and encourage unions and contractors to set up joint local or regional committees.

The national panel will report periodically to the President and unions and managements.

Legislation, Politics, Government



• SAFETY AMENDMENT BEATEN

An amendment proposed by Rep. Paul Findley of Illinois was soundly beaten in the House of Representatives by a vote of 231 to 186. The amendment would have provided that any employer violation of the federal safety and health law, regardless of seriousness, could be overlooked on the initial compliance inspection. In other words, the proposal would have destroyed any employer incentive to correct work site dangers until actually caught.

• INFORMATIONAL TURNABOUT

Representative John Moss of California, principal architect of the Freedom of Information Act, recently had subpoenas sent to 8 federal regulatory agencies to prevent them from publicly disclosing material compiled at the request of Moss. The subject matter involved is the result of investigations made by the House Commerce investigative subcommittee headed by Moss. The congressman later withdrew the subpoenas.

• WEINBERGER'S LEGACY

Casper W. Weinberger, on his last day as Secretary of Health, Education and Welfare, left a questionable legacy recently. His parting shot was to advocate revival of proposed federal legislation that would deny welfare payments to workers on strike.

• STATES WITHHOLDING

Some 27 states are holding back on a total of $206 million they owe the Social Security Administration. Most of the state welfare directors claim they are withholding the funds because the Social Security Administration chronically overpays beneficiaries in the Supplemental Security Income program.

• FUTURE PRESIDENTIAL VETOES?

As Congress returned to work from its summer recess, the White House budget office distributed a list of 10 pending bills found "objectionable" by President Ford. The list included measures to aid child nutrition, education of the handicapped, and a senior citizens program.

• DEMOCRAT WINS IN N.H.

Democrat John Durkin defeated Republican Louis Wyman in a Senate run-off election in New Hampshire. Durkin, who got a lot of support from organized labor, won handily with a margin of more than 54 per cent of the vote.

• RESTING CONGRESSMEN

Congressmen, presumably well-rested from a 6-day Yom Kippur recess in September, plan a 12-day congressional recess in honor of Columbus Day.

• SPY SPENDING UNKNOWN

The General Accounting Office has no idea how much money has been spent each year by the dozen or so federal agencies that make up the nation's intelligence community. That was the testimony recently by Elmer Staats, U.S. Controller General, in an appearance before the House Select Committee on Intelligence.

For Your Information

Tax Decision

The U.S. Tax Court has decided that basic Medicare is insurance and not "social welfare" in terms of tax definitions.

The decision on a recent case before the court implies that it may be easier in the future to claim an elderly parent as a dependent.

Insurance benefits normally do not count as support. In the eyes of the Internal Revenue Service, basic Medicare in the past has been considered as a "social welfare" payment similar to Social Security.

The federal tax court, however, deems the two forms of Medicare as integrated health insurance plans.

The nation's airlines, plagued constantly with passenger gripes about lost luggage, are considering refusing to carry luggage that is not marked on the outside with the name of the air traveler.

Billboard Advertising

Although billboard advertising has changed in recent years as a result of the 1965 highway beautification law, billboard revenues continue to increase.

The Institute of Outdoor Advertising says income to billboard advertising companies keeps going up at about 10 per cent a year. The total last year was a record $368 million.

One reason for the increased income is that the big advertising signs, once concentrated in rural areas, have moved into the population centers.

Solar Energy

The Energy Research and Development Administration (ERDA) has outlined a 3-part strategy aimed at using the sun to meet one-fourth of the nation's energy needs by the year 2020.

ERDA officials anticipate that by 2020 solar energy can replace the equivalent of more than four million barrels of oil daily. The overall strategy outlined:

—Development of direct thermal applications of solar energy for heating and cooling buildings.

—Converting the sun's rays into electricity eventually.

—Turning farm and industry wastes into useful fuel gases such as methane, methanol and hydrogen.

Comic Books

Comic books, once sold by the hundreds of millions in the United States, went into a decline in the late 1960's but are reportedly making a comeback.

Last year, an estimated 200 million comics were sold at prices ranging from 25 cents to a dollar. Much of the current comic output is aimed at a teenage market rather than the 12-and-under crowd of a few years ago.

Pet Food

The Pet Food Institute said recently that sales of dog food, after years of five and 10 per cent annual increases, turned flat in the 12 months ended last May 31st.

Sales of canned dog foods dropped about 10 per cent for the year while the cheaper, dry brands increased 10 per cent.

Computerized Warehouses

The *Wall Street Journal* reported recently that computerized warehouses, which cost as much as $10 million, could amount to a $150 million market in 1976 "if the economy improves."

The industry has been running at about a $100 million rate in recent years. Most of the customers for automated warehouses have been grocery chains with high volume distribution systems.

Computerized warehouses are not all pie and roses, however. Some operators complain that the systems require definite store regimentation regarding ordering and inventory controls.

World Economic Crisis?

As the autumn got underway, 17 of the world's best-known economists concluded there is no world economic crisis. The optimistic report was published by the Brookings Institution.

Almost simultaneously, Robert McNamara, president of the World Bank, asserted in a speech to the annual meeting of the International Bank for Reconstruction Development that the poor people of the world are reaching the point of frustration at which "violence" may be the result.

Funeral Rip-Offs

The Federal Trade Commission has proposed regulations to prohibit a variety of rip-off practices engaged in by some of the more shady elements of the funeral industry.

The regulations were proposed after a 2-year study of the industry. Americans spend about $2 billion a year in an estimated 22,500 funeral establishments. The cost of the average funeral is in the range of $2,000.

• Hospital Costs

Hospital costs in the United States increased 17.5 per cent in the first half of 1975, according to the American Hospital Association (AHA).

The inflationary jump was the highest rate of increase in a 6-month period in 15 years. By the end of June, the average patient was paying $131.20 a day for a room and care. In the first six months of 1974, the average hospital room cost was $111.66 and three years earlier it was $83.61.

AHA spokesmen attributed the first-half '75 increase in costs to the higher cost of goods and services a hospital must buy. For a refreshing change, labor was not blamed.

Not surprisingly, as hospital costs went up, the number of persons admitted to hospitals the first six months of this year declined by three-tenths of one per cent from a year ago.

• Indiana's Millipedes

Southern Indiana has been over-run by worm-like millipedes which emit a noxious gas when disturbed.

Scientists say the smelly army invasion, which started in late June, was caused by the millipedes seeking moisture so as to survive. Millipedes feed on decayed matter in moist areas.

Attempts to get rid of the pests, which even invade homes, have failed. Ultimately, officials say, all but a few of the millipedes will starve to death.

• Gas Mileage Claims

Beginning October 15th, the Federal Trade Commission will enact tough new regulations on auto manufacturers on the subject of advertised claims of auto gasoline mileage.

The nub of the regulation is that gas mileage claims for new cars will have to be less confusing and more realistic. In other words, says the FTC, auto makers must tell the truth about their cars' fuel economy.

The FTC rule is expected to halt the gas mileage war that has been raging on television and in newspapers all summer between foreign and domestic carmakers.

A Detroit inventor has come up with a handbag that, if grabbed by a purse-snatcher, falls apart. The theory is that a thug would rather scram than scramble for valuables on the sidewalk.

• TV Sports $$$

The three television networks will pay about $90 million for rights to professional and college football as well as professional basketball this season.

The networks may have over-reached themselves, however, as there are indications that sports advertising at local TV outlets is diminishing.

Another bad sign is that one TV network dropped its pro ice hockey telecasts because of poor ratings.

Stamp collectors have been complaining that the Postal Service is conducting a bicentennial rip-off by introducing too many new stamps. In the works are a stamp for each state flag as well as a sheet of 32 stamps of which each shows a portion of the Declaration of Independence.

• Science vs. Astrology

A statement was issued by 186 prominent scientists recently in which astrologers were called charlatans who can offer no rational basis for their tenets.

Drafted by Dr. Bart J. Bok, former president of the American Astronomical Society, the statement read in part:

"We wish to caution the public against the unquestioning acceptance of the predictions and advice given privately and publicly by astrologers. Those who wish to believe in astrology should realize that there is no scientific foundation for its tenets."

• Fertilizer Outlook Improves

An economist with the National Fertilizer Development Center, a federal agency, says fertilizer reserves are improved in the United States.

Factory capacity for fertilizer production increased in the past 12 months to add some 600,000 tons. Also, the U.S. has been importing more fertilizer and exporting less.

Fertilizer inventories at the end of last June were equal to 27 days' supply—more than double the supply available at the same time a year earlier.

• Money Supply

By the broadcast definition, the money supply in the United States at the end of summer amounted to $1,139 trillion for an increase of 9.2 per cent over the total a year ago.

The trillion-dollar figure includes several different kinds of bank deposits.

By the narrowest definition—cash plus the money in checking accounts only—the country currently has $294.5 billion in circulation—about 5 per cent more than a year ago.

• Credit Card Scanner

A holographic memory unit that can check a credit card holder's rating within three seconds is now being manufactured in California.

The device—which spells doom to con men or those who utilize stolen credit cards—is already being used by several hotel chains. In addition, some gambling casinos in Las Vegas have installed the system.

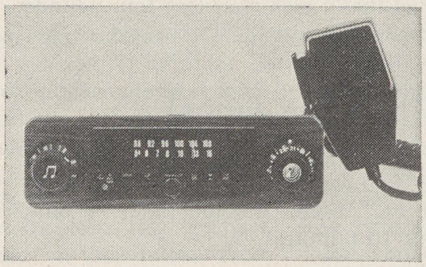
The miniaturized mechanism is keyed to a laser beam and permits as many as 700,000 credit ratings to be put on a 30-foot strip of 35-millimeter film.

The memory unit is used only to keep track of bad credit risks. By inserting the credit card into the device, it can be determined whether or not the card holder is on the list of bad risks.

WHAT'S NEW

CB + AM + FM + Tape

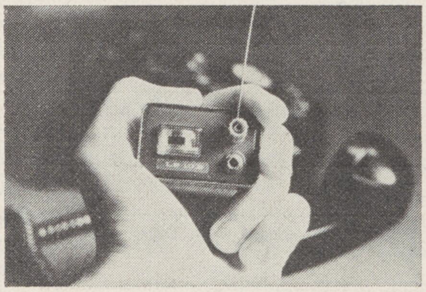
The citizens' band radio craze is sweeping the country. Long widely used by highway truckers, it is being popularized in private cars, campers, boats; even home and the office between man and wife.



A new CB unit with 23 channels has been designed with truckers in mind. It is AM/FM/MPX and 8-track tape player, all in one unit. Adjustable shafts allow in-dash or under-dash installation in almost any truck on the road. It is virtually theft-proof, the maker declares (although this is a big order nowadays!) It features a standby button to monitor any CB channel while listening to the radio or tape player, squelch control, built-in automatic frequency control and a local/distance switch. Measurements are 2″Hx8¼Dx7¼W.

Bug Killer

No aerosol spray, this, but an electronic gadget which will tell you if your home or office telephone is "bugged." The 2x1¼x1 inch device has an audio jack to monitor the signal, a double-backed adhesive for mounting for constant monitoring in one place, and has a flexible 10-inch probe.

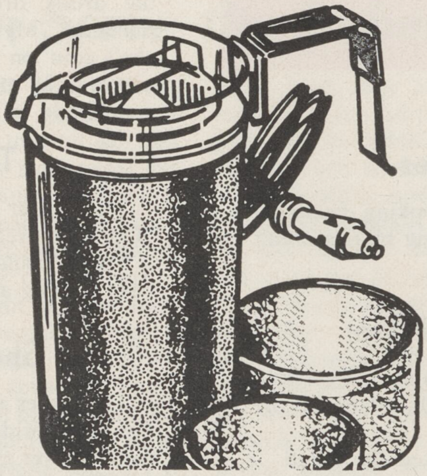


"Bugging" is becoming more widespread than ever and recent revelations have shown that thousands of citizens are under government surveillance, many for no good reason. Other sources of "bug troubles" can be business rivals, private organizations, jealous spouses . . . who knows?

The device, called LS-10B, is guaranteed to discover any "bug" (hidden transmitter) in minutes.

Brew as You Go Thru

What with the price of coffee going up, many an over-the-road driver (or even a private autoist) will prefer to "brew his own."



Just plug the coffee maker shown above into your cigarette lighter and you'll have four cups in only nine minutes. The device is thermostatically controlled.

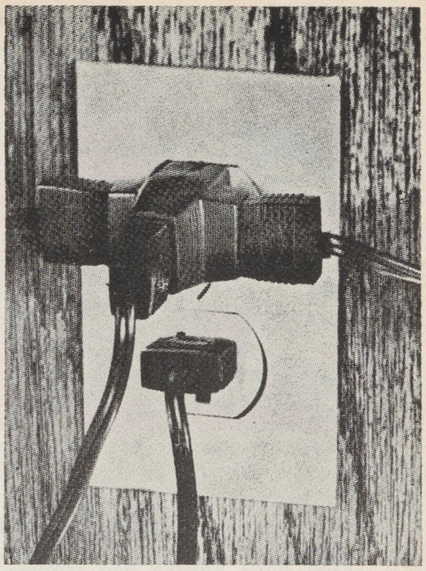
It's also ideal for tea, soup, warming baby bottles, hot chocolate, etc. There's an "on" signal light and the exterior "keeps it cool." An adjustable metal bar serves double duty as a handle and as a hanger. Comes equipped with plug-in cord and two cups.

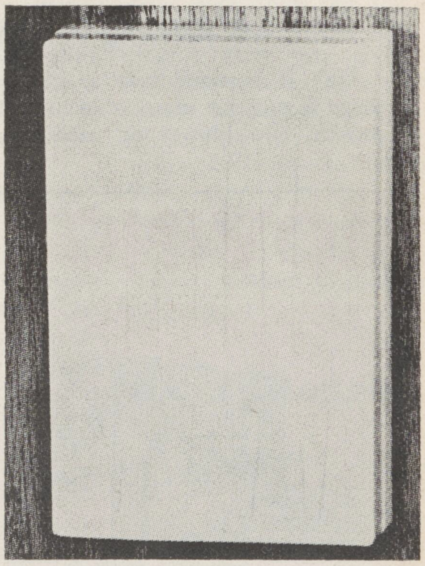
Killing "Octopus Outlets"

"Hide-A-Plug" is described as a sturdy cover for electrical outlets which simply plugs in, yet doubles the plug availability from two to four. It is made of ivory-tone non-combustible plastic. The photo above shows a normal outlet with multiple wires while the bottom photo shows the sockets covered with the "Hide-A-Plug", albeit without wires connected. Measurements are 5¼ x 3½ x 1″ deep.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.





Safety note: Either with or without such a product, it is **extremely** dangerous to overload any single electrical outlet. Wiring inside the walls may become overheated and cause house fires. If in doubt, feel the outlet. If it feels at all warm . . . even the least bit . . . the prudent course of action is to remove some of the plugs. This is especially applicable to high-wattage items such as heaters, pressing irons, toasters and other heat-producing appliances.

LAUGH LOAD

Suited to The Times

Men have always had trouble looking beautiful women in the eyes, and the new string bikinis aren't helping matters any.

Something's Phoney Here

The sailor, brought up on an assault charge, told the judge: "I was in this 'phone booth, talking to my girl, when this guy pulled me out!"

"And then what did you do?" asked the judge.

"Nothing, your honor, until he yanked my girl friend out, too!"

Driving Permits

Isn't it amazing how quickly the kids learn to drive a car, yet are unable to understand the lawnmower, snowblower or vacuum cleaner?

And Very Fragile

The postal patron was mailing the old family Bible to a relative. "Is there anything in here that's breakable?" asked the window clerk.

"Nothing but the Ten Commandments," replied the mailer.

Subtraction to the Extreme

Asked what he was figuring so intently at the bar, the drunk dropped his pencil and paper and explained: "My wife, who weighs 168 pounds, said she's goin' on a diet that'll make her lose four pounds a week. If my figures are right, I'll be rid of her completely in fourteen months!"

Tell It To The Judge!

The officer stopped the speeding drunk and said: "Don't you realize you were going 50 miles an hour?"

"How could I be?" asked the inebriate. "I only been driving about 10 minutes!"

She's Too Truthful, Too!

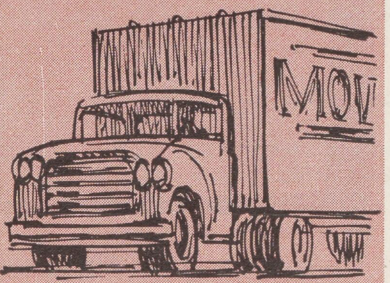
The ladies were discussing their husbands at their Thursday bridge club. Remarked one: "MY husband would never chase after another woman. He's much too fine, too genteel, too decent . . . too old!"

A Matter of Mathematics

The tomcat was pressing his suit. "Baby," he purred, "I'd die for you!"

"Oh yeah?" shot back the tabby. "How many times?"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME..

NEW ADDRESS..

....

City State Zip Code

OLD ADDRESS..

....

City State Zip Code

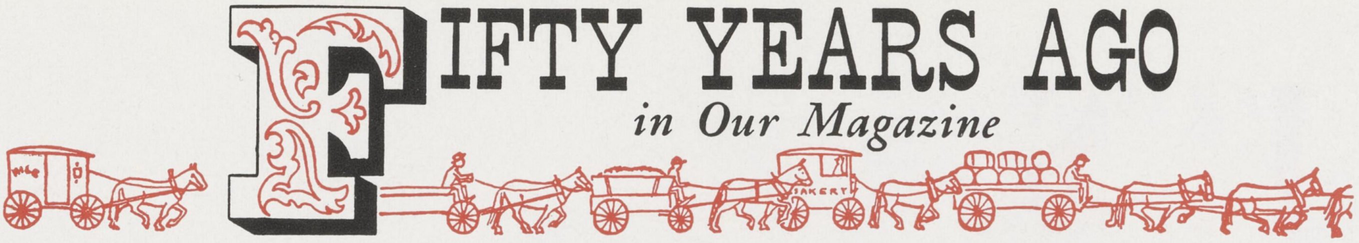
LOCAL UNION NO..

SOCIAL SECURITY NO. ....

(If unknown—check with Local Union)

NAME OF EMPLOYER..

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.



FIFTY YEARS AGO

in Our Magazine

Vol. XXII *(From the October 1925 issue of the TEAMSTER)* **Number 10**

Can Education Serve the Labor Movement?

Labor and education ought to be natural affinities. It is almost a platitude to recount the service which labor has rendered to education, to free education — the first public schools, free text books, academic freedom for teachers, assistance in their release from the traditional slavery of low wages and insecurity of tenure. Labor has ever had its finger on the pulse of education, has ever been zealous for the humanizing, the democratizing of the educational system.

Not only because of these facts, but by the very nature of things, labor ought to have a sense of proprietorship in education; life itself is its textbook, and its curriculum every subject under the sun. No problem of government, of economics, of finance, of education, is alien to the wage earner. His interests are woven into the fabric of our social order as of those of no other class. It is a commonplace of sociology that the burdens, mistakes and inequalities of society fall first and fall heaviest on the workers in the world.

No group so definitely needs to be intelligent, to be informed, to be competent to understand and appraise the industrial society of which it is so important a part. And where can the worker find this information, develop this intelligence, train this vision and perspective except in his union?

He lives in a world committed to the enterprise of profit, to the exploitation of the weak by the strong, to the theory that property is sacred and life is cheap. All the influences which mold public thought—press, politics and pulpit—unite to confuse him, not necessarily from venal motives, but because no illiteracy is so widespread as economic illiteracy, sheer misinformation and ignorance on the part of those who ought to know about such fundamental things as the right to organize, the right to strike, the abuse of injunctions, the need of a child labor amendment, and so on down through the whole category of the great economic issues which are so fearfully manhandled in every kind of public form.

Only in the union is humanity stressed, are finer motives emphasized, are relative values at all adequately appraised. I speak outside a mere narrow partisanship to the labor movement. I am fully aware of its mistakes, its stupidities, its blunders, its crudities. I know how swollen some unions are by materialism, and how emaciated and helpless others are by politics and factionalism, and even by plundering. The force which moves the labor movement onward both underlies and transcends these things. It is the great human mission of the labor movement, its crusade for justice, its nearly divine purpose to champion and defend the weak against the strong, and the worker who has sensed the labor movement in that light, who feels that call to the spirit, has taken all the degrees that the movement can confer, whether he is captain or private in the ranks.

And since labor pours forth so much beneficence in the way of education, since labor has the conscious influence of the wage-earning world, has so valued education, has so enhanced and contributed to the worth of education, can labor call upon the educational movement as such to serve the ends of labor? Through all its history labor has preached the worth of the human being, his capacity for development, has stressed the eternal verity that there are no frontiers to human capacity.

All the libraries that millionaires have built, all the universities that money has endowed, have not given the genuine impetus to education and to the culture development of the race that labor has contributed through the eight hour day.

Know Thyself

Confidence and faith are good things. Faith is good under all circumstances and at all times. Overconfidence in our strength and ability to do is often disastrous. If a man attempts through over-confidence to lift more than his strength will permit the result is often disastrous. So it is with our unions. Faith in them? Yes! It is justifiable. Confidence in them? Yes! Results warrant it.

Under all circumstances and at all times over-estimating our union strength and attempting to do more than circumstances and conditions will permit often results in disaster.

The unions exist for the purpose of enabling the workers to unitedly obtain better wages, shorter hours, and better working conditions. In the achievement of these desirable and just ends the union becomes one end of a business transaction. Through its officers and committees it by the application of collective bargaining makes the very best bargain that justice, fair dealing, and conditions will permit.

In the exercise of this function in trade-union activity it becomes absolutely necessary to know our own strength and the power of our employers. A miscalculation of our own strength and power predicted upon enthusiasm in the end leads to failure.

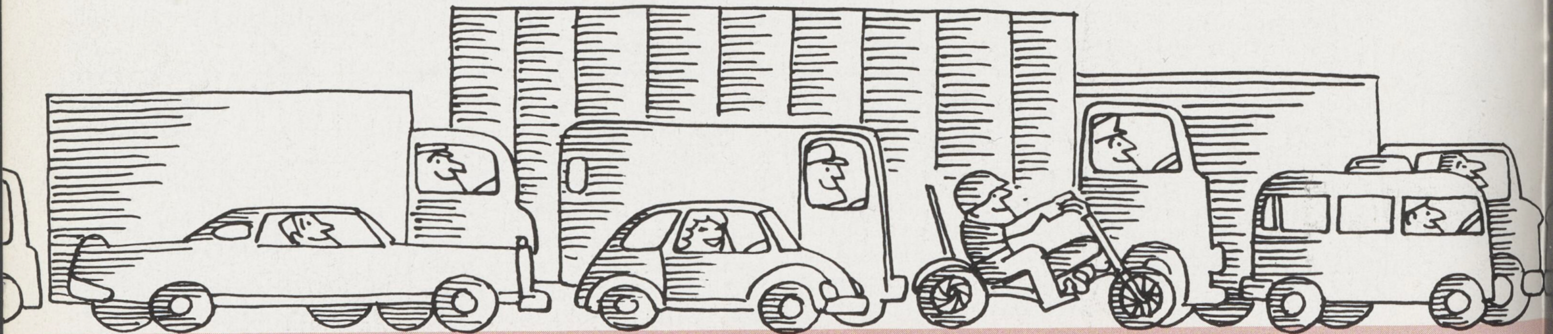
Men who accept and assume leadership in the union who have not the vision to see and understand the situation and who lack the courage to stand up for that which is right are not serving the best interests of their fellow-workers. A cowardly leader is a great stumbling block to progressive achievement.

A Thought

Every local is just exactly as strong as its members make it; every member should stop and think of the obligation he took when he became a member. If you are indifferent and stay away from your local meetings, you are weakening one link in the chain that binds you all together.

Listen to the other fellow's views, and compare notes, and you will find that there is no place on earth that affords a better opportunity to devise ways and means whereby you can make this old world a better and brighter place to live in, than at your union meetings.

IT'S BACK TO SCHOOL DAYS–

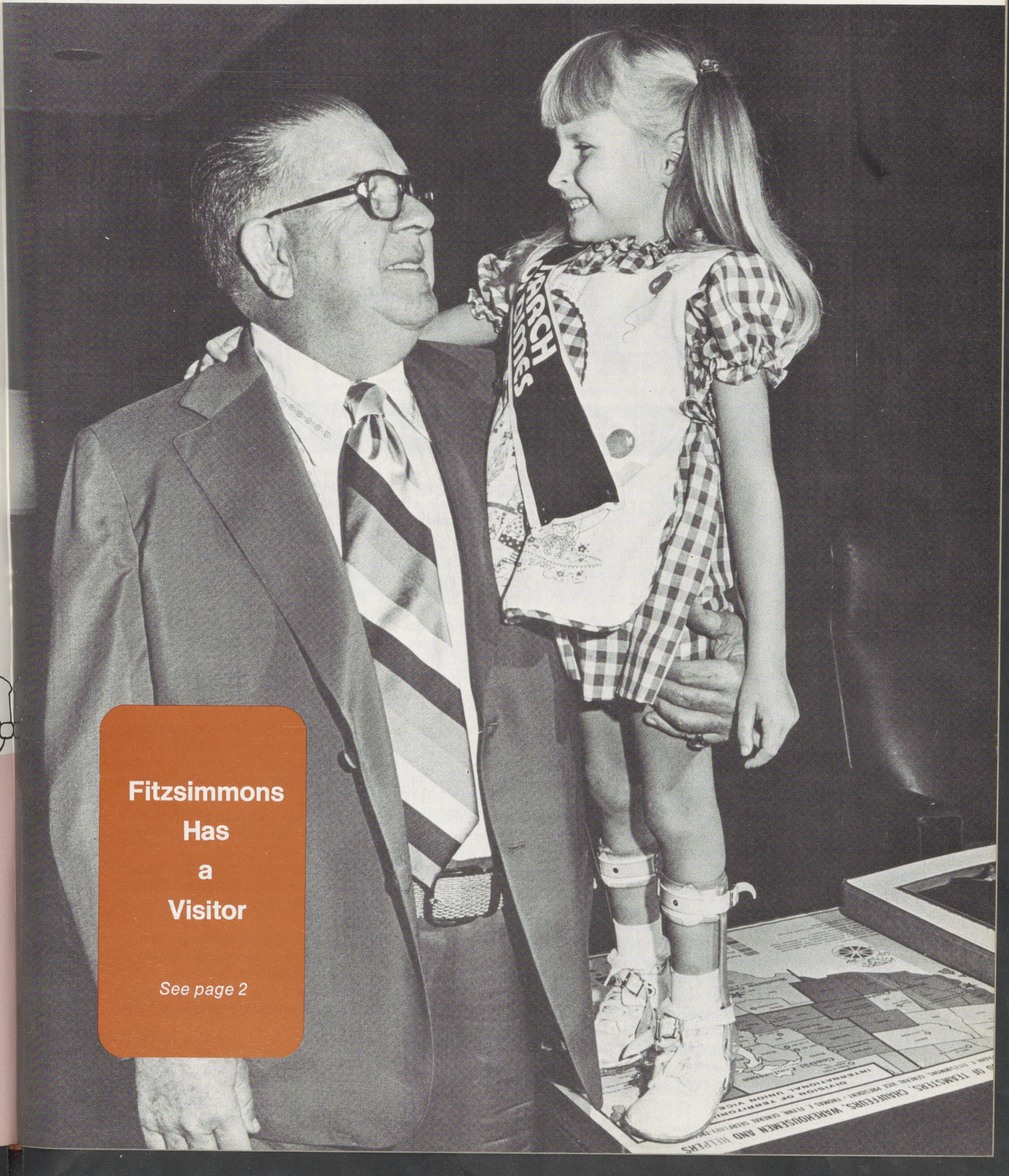


DRIVE CAREFULLY!

THE INTERNATIONAL

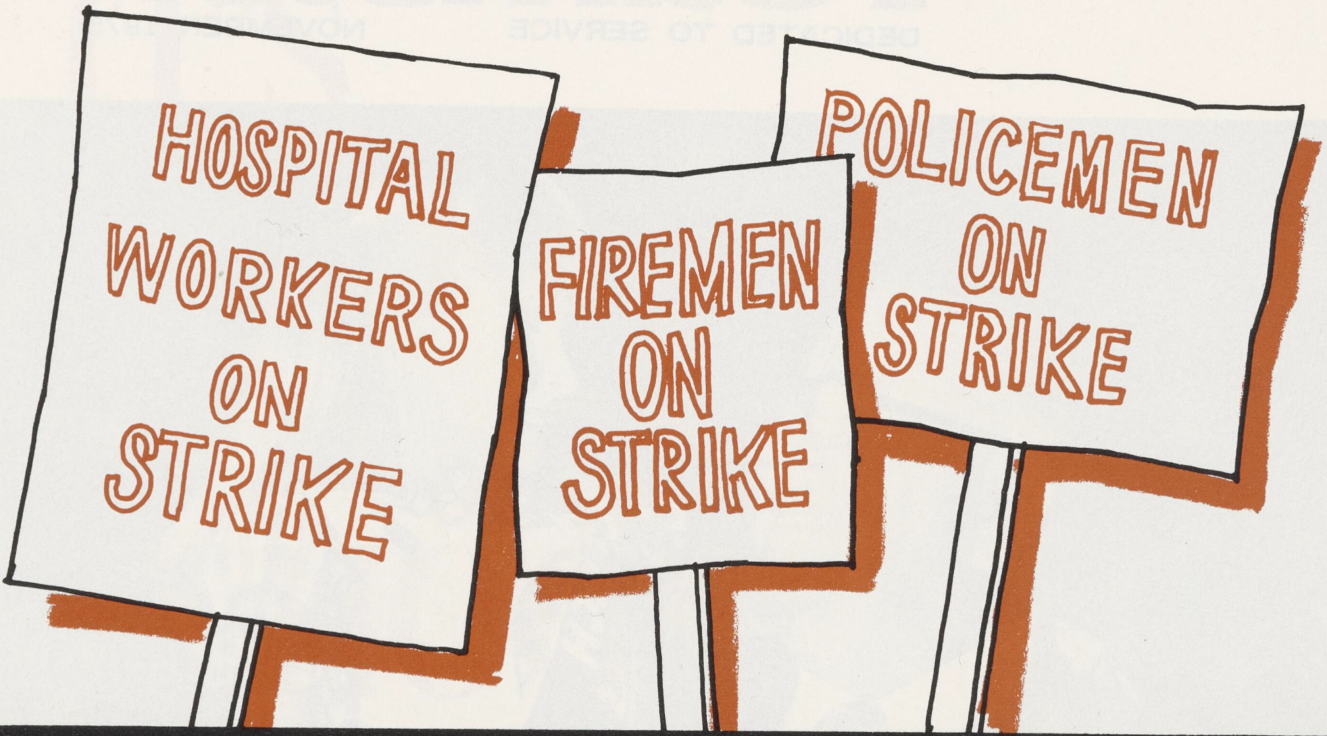
Teamster

DEDICATED TO SERVICE NOVEMBER 1975



Fitzsimmons Has a Visitor

See page 2



LABOR'S PLACE IN HISTORY

THE LEDGER FACT that public employees are paid from municipal, state or federal funds is incidental to the more humanistic fact that public employees are people who work for wages.

As wage earners, they have every right to express dissatisfaction with their wages, hours and working conditions. They have a further right to band together to try and improve their economic status. Finally, they have every civil right to withhold their labor—strike, if necessary—to improve their situation.

The recent strike of San Francisco police and firemen has brought renewed attacks by right-wing alarmists. There seems to be an abundance of those people who would relegate public employees forever to the level of paid slaves.

Those opposing the rights of unionism for public employees dwell upon a convenient idea they belabor as the question of "public safety." For them, it has a nice ring to it. Strikes by policemen, firemen, hospitals workers, etc., they claim, act against the "public safety."

If one scratches deeply enough the fanaticism of those opposing strikes by police and/or other public employees, there will be found archaic individuals opposing any form of unionism for any worker anywhere at anytime.

That is why the union-busters never dwell upon an obvious, inevitable element of labor-management relations in the public sector: That element is the certainty that, as in the private sector, it always takes two to create a strike. Public employees are no different from other wage earners in this respect; neither are those who manage public payrolls different from other managers. Sometimes the two clash. When they fall out, they fall out together.

Those opposing strikes for certain classifications of public employees might make a greater contribution if they encouraged management responsibility. Those in charge of city, state and federal payrolls have duties in their relationship with public employees as well as the public budget.

Where is the public law that says public employees must be the first to suffer when the public budget is found deficient? There are a lot of things that can injure a public budget—wrong priorities, inflation, graft, etc.—and public employees have nothing to say about such malfunctions. Most often, however, it is the public employee who is the first to be asked to suffer the consequences.

Through it all, the right-wingers always dredge up the disgusting memory of Calvin Coolidge who, as governor of Massachusetts, broke the Boston police strike in 1919. He went on to become President on a "law and order" slogan. Well, huzzah!—history says he was a lousy chief executive.

There is one point that those opposing unions for certain public employees never dare to discuss: It stands to reason that better-paid police, firemen and hospital workers must inevitably produce better public safety. How could it be otherwise?

Can any conscience fight the prospect of better public safety?

Labor News in the Headlines

PHOENIX, ARIZ. A classic anti-union slogan was advanced in Goldwater land recently when the Arizona School Boards Association adopted the following policy in bargaining with union teachers: "Give 'em nothing—and make it retroactive."

QUEBEC, CAN. The large Canadian province of Quebec has enacted a new Official Languages Act requiring bilingualism on billboards, truck signs, store advertisements and food labels. It also means that strikers must carry picket signs in both French and English.

DENVER, COLO. The federal government filed a hiring discrimination suit against the anti-union Adolph Coors Co., headed by President Ford's nominee, Joseph Coors, to the Corporation for Public Broadcasting. The government was preparing the suit even as Coors was appearing before a Senate committee for confirmation. The beer firm is charged with intentionally engaging in unlawful employment practices for the past 10 years.

OTTAWA, CAN. Unemployment keeps worsening in Canada. The jobless rate there increased a tenth of one per cent for the last reporting month and stood at 7.2 per cent as the summer came to a close. Canadians without jobs now total nearly 750,000.

MUNICH, GERMANY The conclusions reached by professors on the subject of work are often truly amazing. Now comes Prof. Wolf Muller-Limmroth of Munich University who calls the 5-day week evil because it disturbs the body's natural cycle. His solution: Everybody work a half-day seven days a week.

UNDATED Part-time jobs are becoming more difficult to find as companies, hit by the depression, cut back production schedules. Many moonlighters have had their extra income on second jobs cut back as much as a half or two-thirds.

NEW YORK CITY A National Labor Relations Board administrative law judge ruled recently that it is illegal for an employer to give a party for employees who voted earlier against unionization. It was ruled in a case involving the CBS records workers that the employees were likely to see the party, as well as a half-day off, as "a promise of future reward for continuing to reject union organization."

LOS ANGELES, CALIF. The California Court of Appeals ruled recently that it is not defamatory to call a non-union employer "non-union." Earlier this year in a Virginia case, a court ruled that it was all right—so far as the law of slander is concerned—to call a strikebreaker a "scab."

OTTAWA, CAN. Prime Minister Pierre Trudeau announced "selective" wage and price controls for Canadians. The wage hike control on labor was set at 10 per cent annually. Canadian labor, including Teamster leaders, immediately voiced a complaint that the controls should not apply to contracts under negotiation at the time of Trudeau's announcement.

ATLANTA, GA. Research at Emory University has found that men seeking jobs traditionally held by women have been less successful in fighting discrimination than women seeking jobs traditionally held by men.

NEW YORK CITY For the umpteenth time in many years, the National Labor Relations Board again ruled against the anti-union textile barony of J. P. Stevens & Co. The company was ordered to post notices promising not to interfere with the right of its employees to engage in union activities. The notice was made applicable to all 89 Stevens plants because of the company's "extensive history of unfair labor practices and repeated violations of the law."

WINCHESTER, VA. The Winchester Star, a small, non-union newspaper owned by conservative Sen. Harry F. Byrd, Jr., of Virginia, was one of six plants that printed editions of the strike-bound Washington (D.C.) Post. The issues were air-lifted to the capital city.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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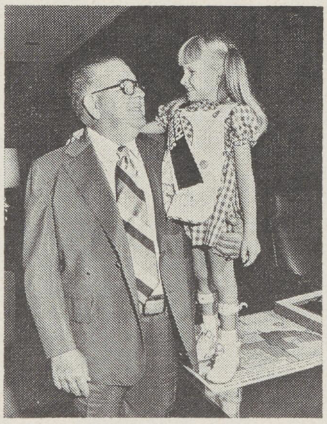

ON OUR COVER:

Teamster General President Frank E. Fitzsimmons recently was visited by Tammy Patterson, 1976 March of Dimes National Poster Child. Tammy runs and plays like all youngsters despite multiple birth defects with the aid of half leg braces. Her father, James Patterson, is a member of the Operating Engineers Local 912. Tammy symbolizes the need for contributions to the 1976 March of Dimes to help crippled children, and Frank E. Fitzsimmons encourages all who can to make a contribution.

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FROM THE FIELD

WASHINGTON LEADER DECIDES TO RETIRE

Frank Donovan has retired as secretary-treasurer of Teamster Local 38 in Everett, Wash., to end a Teamster career of 39 years. Donovan became a business agent at Local 38 in 1937. He served as the chief executive officer of the local union for the past dozen years. At one time he also served on the policy committee of the Western Conference of Teamsters.

WEST COAST OFFICER TAKEN BY DEATH

John W. Grundy, secretary-treasurer of Teamster Local 982 in Lancaster, Calif., died recently. Grundy was 51 years old.

LITTLE CITY 'DRIVE' JOINED BY MEMBERS

More than 700 members of Teamster Local 710 in Chicago, Ill., participated recently in a fund drive for the Little City Training and Treatment Center at Palatine, Ill., under the leadership of William D. Joyce, secretary-treasurer of the local union.

ILLINOIS AMVETS CHOOSE TEAMSTER

Norman D. Bess, a member of Teamster Local 627 in Peoria, Ill., recently was elected to the office of commander, Department of Illinois of the American Veterans of World War II (AMVETS). Bess has held numerous other offices in the AMVETS through the years, and once was named "AMVET of the Year," the highest honor that can be given a member of the organization.

DAIRY LEADER TAKES RETIREMENT

August Burnier retired recently as secretary-treasurer of Teamster Local 754 in Chicago, Ill. His retirement ended 49 years as a member of the dairy local union of which 40 of the years were served as an officer of Local 754.

TEAMSTER DRIVER IS WINTER HERO

A Canadian Teamster who risked his life last winter to make safe a dangerous highway during a snowslide period has been nominated for the Dunlop "National Truck Hero" award.

He is 40-year-old Marv Leverington of Teamster Local 213 in Vancouver, B.C. Leverington has been delivering dairy products by tractor-trailer for Palm Dairies in Nelson, B.C., the past 16 years.

Visibility was reduced by blowing snow as Leverington began a long ascent to the Salmo-Creston summit where he found a snow slide had blocked the road.

Parking his rig against the mountain bank, the Teamster quickly set up highway warning flares. Sensing that more slides were threatened, he directed a passenger vehicle to park in front of his truck to prevent the car from being swept into a ravine.

A second slide buried an approaching auto. Leverington ran to help the occupants free themselves and then sent them down the highway to warn other motorists.

Before the Teamster could reach his own truck, another huge avalanche crashed down the the mountain, sweeping him and his vehicle 400 yards into the ravine. The passenger car, safely parked on the leeward side of the truck, remained on the highway.

Although knocked unconscious by the slide and buried under the snow, Leverington not only managed to dig himself out 45 minutes later but crawled back to the highway. He suffered only cuts and bruises in the ordeal.

Highway police praised the Teamster's bravery and presence of mind, saying that had it not been for Leverington, a much more serious situation might have developed.

RETIRED LEADER TAKEN BY DEATH

Virgil Floyd, who retired as the chief executive officer of Teamster Local 179 in Joliet, Ill., in 1967, died suddenly recently at the age of 77. Floyd was a long-time labor leader in the Joliet area. He died of a heart condition after leaving a restaurant.

OHIO POSTER CHILD IS TEAMSTER'S SON

Kippy Justice, 6-year-old son of Joseph Justice, is the Ohio Poster Child for the upcoming March of Dimes. The father is a member of Teamster Local 40 in Mansfield, Ohio. The boy was born with a defect known as "open spine."

REVELLESE HONORED AT AWARDS DINNER

Dominic Revellese, secretary-treasurer of Teamster Local 456 in Elmsford, N.Y., was honored recently at the second annual awards dinner held at Harriman College in New York. The award pays tribute to an outstanding individual in labor, management, government or the humanities. Revellese has been a member of Local 456 for 42 years and was first elected secretary-treasurer more than 25 years ago. Among his activities is work on behalf of handicapped children.

'DRIVER OF THE YEAR' IN NORTH CAROLINA

Charlie N. Pridgen, a member of Teamster Local 71, recently was named "driver of the year" for 1975 by the North Carolina Motor Carriers Assn., Inc.

Pridgen, a long-line driver for Johnson Motor Lines, Inc., works out of Charlotte, N.C.

A driver for 40 years, Pridgen's safe-driving record totals nearly 3½ million miles.

OBSERVATIONS OF THE GENERAL PRESIDENT

PRESIDENT FORD has declared 1975 International Women's Year and during the year the U.S. has been participating in the United Nations-sponsored event. As part of the commemoration, the U.S. has joined in international activities emphasizing recognition of the rights and the needs of women in society.

While I whole-heartedly subscribe to the proper recognition of women of the world, I would like particularly to recognize and commend the women of the Teamster family.

It is an impossible task to adequately describe the important partnership of women and men in the Teamsters Union, and how the women in the partnership have helped to make the Teamsters the most effective and largest union in the free world.

It would be unfair to single out any one woman for special mention.

The contribution begins in each Teamster home where the woman is wife, mother, or perhaps a breadwinner in her own right, but nevertheless an important link in collective bargaining strength.

Sometimes she becomes a magician with the family budget. She waves that magic wand making the family budget stretch in times when it is necessary to take economic action against an employer to reach a contract settlement.

Then there is the office personnel in the local unions, the trade divisions, the area conferences and the International Union. We couldn't open the doors for business each day without them.

Next, one must mention the nearly 300,000 women rank-and-file members who give wise counsel to the collective bargaining process and who add so much strength to the organization.

Then, there are the women who hold office in local unions, the women business agents, organizers and stewards who represent the union in such a magnificent way.

We have long admitted that the women in our union family are the backbone of our political organizations, mobilizing voters, defining issues, supporting candidates, maintaining communications with elected officials, and doing those things which make a political organization effective.

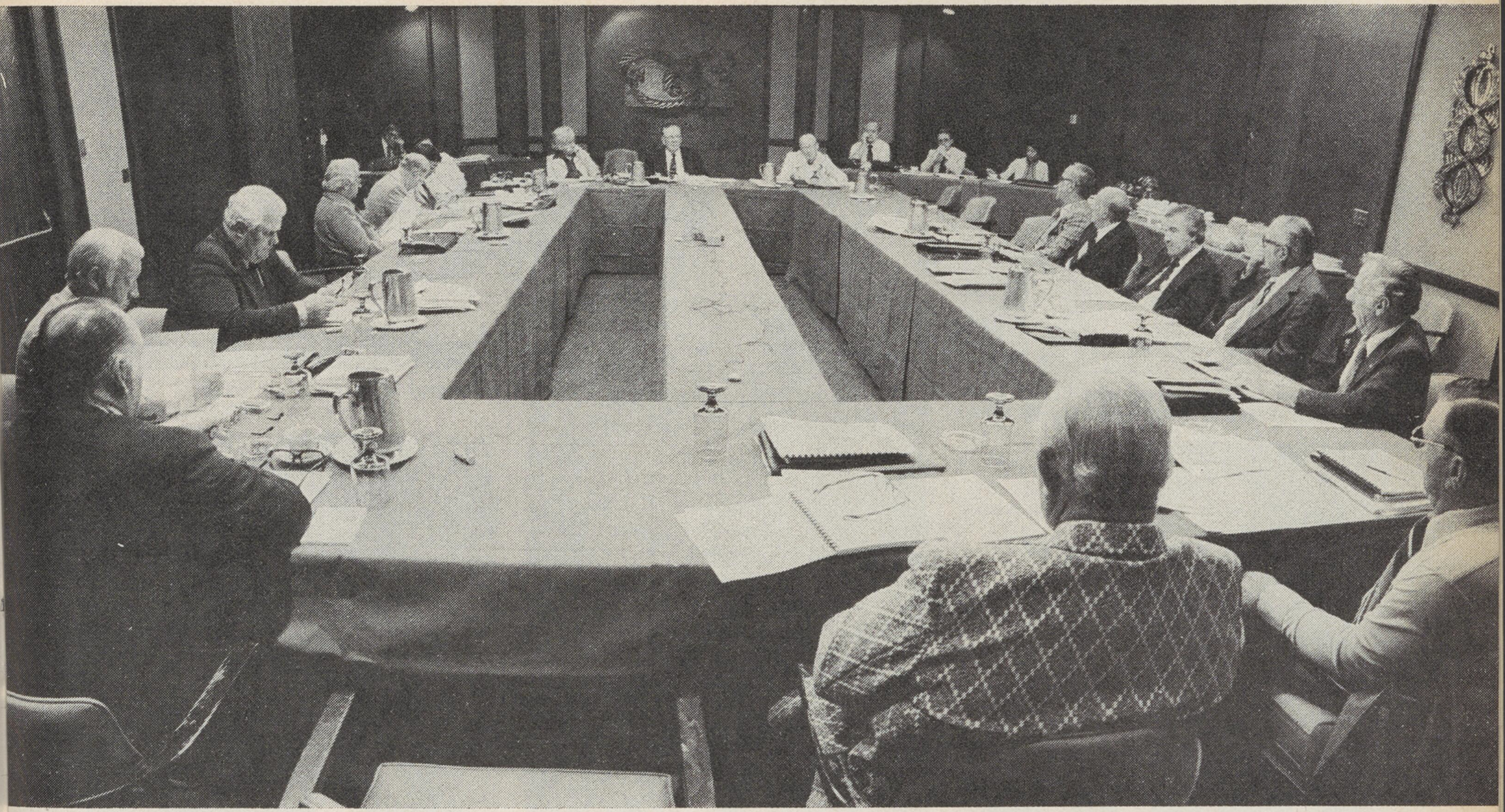
Not long ago, the cover of the International Union magazine portrayed a young woman in the cab of an over-the-road rig as she prepared to make her run over an interstate highway delivering freight.

That picture was indicative of how women have taken their places in industry, of how they contribute to the national economy and prove that they have as much to give out in the world as they do in the home.

I have long marveled at the dedication of women in the Teamsters. I recall many an organizing campaign in a non-union plant which proved successful only because of a woman's determination to make the job site a more meaningful place.

So, it is gratifying to me to know that this union is not just a lonely collection of males, but rather a full partnership of both sexes dedicated to making America a better place for all.

Frank E Fitzsimmons



Teamster General Executive Board in session at its regular quarterly meeting, held last month in California.

Quarterly Meeting

Teamster General Executive Board Establishes Canadian Conference

THE TEAMSTER General Executive Board has established a Canadian Conference of Teamsters, increasing the number of area-wide Conferences to five.

Previously, Canadian Teamsters were part of either the Western, Central, or Eastern Conferences, according to their geographical location.

The action establishing the Canadian Conference of Teamsters was taken at the regular quarterly meeting of the Teamster General Executive Board, held last month in Carlsbad, California.

Commenting on the establishment of the Canadian Conference, Teamster General President Frank E. Fitzsimmons said:

"This action by the General Executive Board will enable Canadian Teamsters to coordinate research and bargaining and will enable them to better mobilize legislative efforts at both the provincial and federal levels."

President Fitzsimmons will appoint a director of the Conference.

In other action, the General Executive Board approved the bargaining schedule for negotiations to renew the National Master Freight Agreement which expires March 31, 1975, approved a comprehensive organizing campaign among non-union coal haulers in the states of Ohio, Pennsylvania, and West Virginia, and established a National Dairy Conference, and cancelled all mutual aid pacts with AFL-CIO unions. (See separate story.)

Both President Fitzsimmons and General Secretary-Treasurer Murray W. Miller reported to IBT vice presidents on the activities of their offices since the last board meeting.

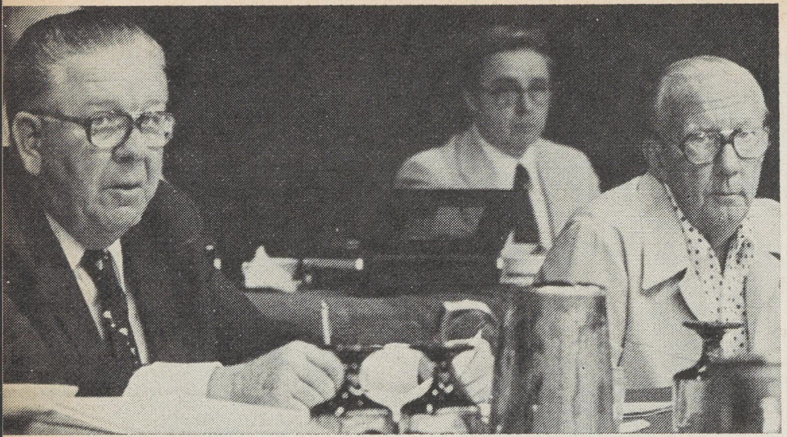
Other reports were made to the board members by the IBT legislative and legal departments.

The time table approved for bargaining for the National Master Freight Agreement schedules the first meeting with employers in Washington, D.C., December 11, 1975. At that time, the union will present its list of demands to employers.

In preparation for the first meeting with employers, the National Negotiating Committee will meet November 11th and 12th in Washington, D.C., to review contract suggestions submitted by local unions which are party to the agreement.

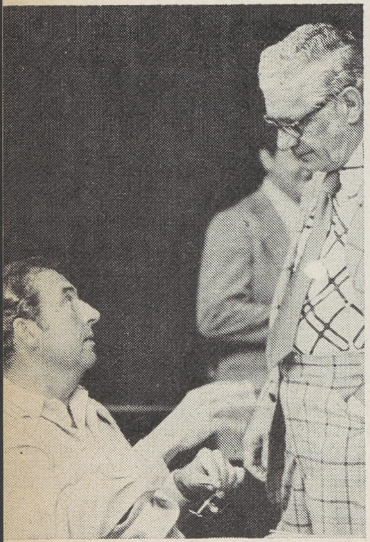
On November 25th, two representatives from each local union will meet with the National Negotiating Committee to formalize the union demands to be presented to employers on December 11th.

Formal negotiations will begin in



Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller.

Arnie Weinmeister and M.E. 'Andy' Anderson.



Weldon Mathis and Edward Nangle.

Washington, D.C., January 5, 1976.

By action of the General Executive Board, a National Dairy Conference has been established. Formerly, dairy local unions in the Eastern and Central Conferences were affiliated with the Mid-States, East Coast Dairy Conference. That body was joined by the Southern Conference, and later by the Western Conference dairy local unions.

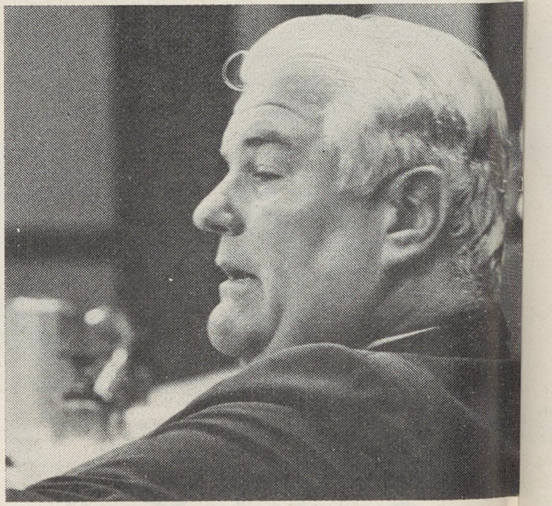
Now national in scope, the body will be known as the National Dairy Conference, joining 11 established national trade divisions and national conferences.

Teamster President Fitzsimmons will name a Dairy Conference director.

After an exhaustive survey of non-union coal haulers in a three-state area (Ohio, Pennsylvania, and West Virginia) by a committee headed by General Organizer Jackie Presser, the General Executive Board gave approval to an extensive organizing campaign among these non-union drivers.

The organizing structure for the organizing campaign will be called the Tri-State Energy Conference.

Otherwise, sessions of the three-day executive board meeting were devoted to regular housekeeping duties of the union.

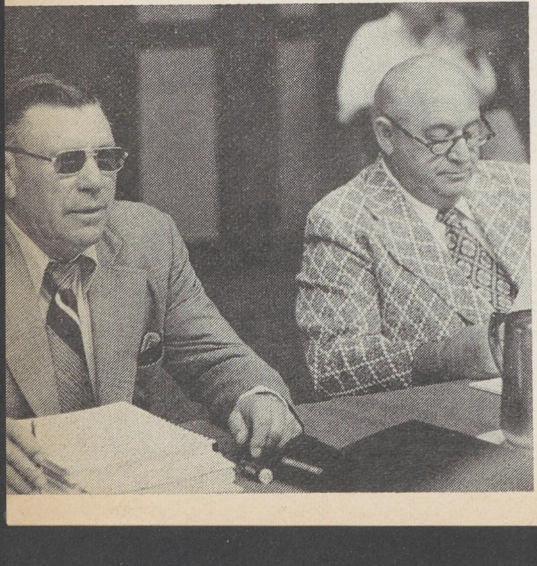


Joe Morgan.

Sam Provenzano and George Mock.

Ray Schoessling and Edward Lawson.

Roy Williams and William Presser.



Robert Holmes and William McCarthy.

Joseph Trerotola.

At Michigan Seminar

Fitzsimmons Blasts Inaction Of Washington Bureaucracy

Frank E. Fitzsimmons

TEAMSTER General President Frank E. Fitzsimmons told the 8th annual seminar of the Michigan Conference of Teamsters that the United States is divided into two worlds.

One, said Fitzsimmons, is the world of bureaucracy in Washington, D.C. The other, he said, is the real-life world of the job site where workers are faced with high unemployment and raging inflation.

The Teamster president made the remarks to nearly 200 delegates to the seminar gathered in Boyne Highlands, Michigan, late last month.

Fitzsimmons declared that the American people are close to losing faith with our form of government and are perplexed as they wait for answers to the nation's economic woes from the Administration and the Congress.

"The American people can't comprehend what the Administration and the Congress are trying to do," Fitzsimmons said.

Energy Shortage

Fitzsimmons noted that government announcements tell the American people that the "worst of the recession is over" but we still have unemployment "probably realistically running about 10 per cent," Fitzsimmons said, "and we are told that inflation is slowing down, but the fact is that it is still going up."

The Teamster president came down particularly hard on government economists who advocate that some unemployment is good for the economy.

Fitzsimmons outlined the public's disillusionment over the energy shortage, noting that there is no waiting in line for gasoline now that it is priced at over 60 cents per gallon. He declared that the oil industry now has the profit margin it needs to explore for new oil and produce it.

He emphasized the need for a national energy policy, noting that energy is needed for new industry to put unemployed Americans back to work.

Fitzsimmons took a swipe at tax gimmickry, saying that we do not need any more rebates, "but a national tax policy which gives some consideration to working people."

Fitzsimmons was adamant in his defense of the Teamsters union, and recent criticisms of the Central States Pension Plan.

He said that since the Central States Pension Plan began paying benefits in 1961, more than $1 billion has been paid to Teamster members in retirement checks.

"Some 65,000 Teamster members are now receiving monthly benefits from the Central States," Fitzsimmons said.

Of the Central States Health and Welfare Plan, Fitzsimmons said that $1.25 billion has been paid out to members and their dependents since that fund began operation.

He said that he would cooperate 1000 per cent with congressional committees in any investigation of the pension fund.

The Teamster president called upcoming negotiations for renewal of the National Master Freight Contract "the most serious in the history of the union."

Noting that the union has a responsibility to a healthy industry if our membership is to have jobs, "we have a greater responsibility to the membership we represent," he said.

Fitzsimmons indicated that a target of negotiations would be to negotiate a cost-of-living clause with no cap and that the union intends to get for the membership what it needs to survive in times of high inflation and eroded purchasing power.

He was high in his praise of the leadership of the Michigan Conference of Teamsters and paid particular praise to the support Michigan Teamsters have given to the campaign to organize farm workers in California and neutralize the boycott efforts of the United Farm Workers Union in the state of Michigan.

Holmes Has Bicentennial Suggestion

International Union Vice President Robert Holmes leveled a blast at politicians who criticize the Teamsters at the recent Michigan Conference of Teamsters seminar at Boyne Highlands, Michigan.

Holmes said that all working people have to do is compare what Teamsters have done for them against what politicians have done for the workers to determine who does the best job.

Holmes, head of the Michigan Conference of Teamsters and president of Joint Council 43, suggested that a good Bicentennial Celebration would be to start all over by shipping out all second rate politicians and second class lawyers.

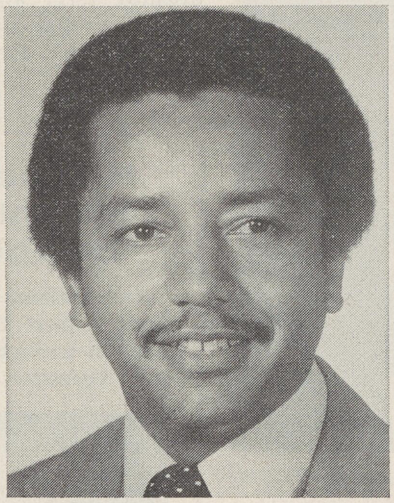
The Michigan Teamster was loudly applauded when he declared that he is extremely proud of what Teamster locals throughout the nation have done for American workers.

"I am proud to be a Teamster," he said, "and I want everyone to know it."

Appointments

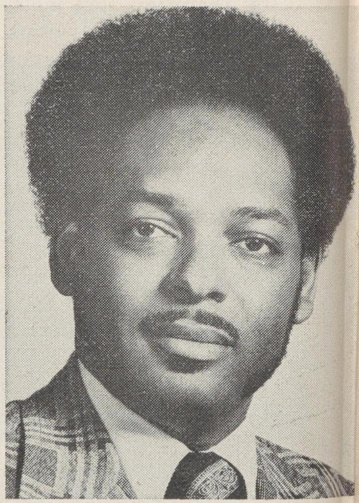
Four New General Organizers Named to International Staff

John Cleveland



Thomas J. High

Edward James



A. W. Parker

TEAMSTER General President Frank E. Fitzsimmons has announced the appointment of four new general organizers to the International Union staff.

They are John Cleveland, of Washington, D.C., from the Eastern Conference of Teamsters; Thomas J. High, of Los Angeles, Calif., from the Western Conference; Edward James, of Gary, Indiana, from the Central Conference; and A. W. Parker, of Houston, Texas, from the Southern Conference.

John Cleveland

John Cleveland has been a member of organized labor since 1937. During this span, he has served as an officer of his local union for more than 27 years. He has been president of Local 730 in Washington, D.C., for the past 24 years.

The new general organizer served on the staff of the Eastern Conference of Teamsters for 11 years.

Currently, he is president of his local union and president of Washington, D.C., Joint Council 55, a post he has held for the past four years.

Cleveland is an army veteran, having spent 37 months in the service during World War II, 18 months with the 349th Field Artillery in the European Theater.

Thomas High

Thomas High presently serves as a business representative for Teamster Local 2707 in Los Angeles, a position he has held since 1971.

Previous to that, he was employed at the craft, from 1969 through 1971, as a stock clerk for Western Airlines in Los Angeles. From 1965 to 1966, he worked in Beverly Hills as a driver for a pharmacy company.

From 1961 to 1965, High served in the U.S. Air Force.

He has attended West Los Angeles School of Law, Los Angeles City College and City College of New York

Edward James

Edward James has been a business agent for Teamster Local 142 in Gary, Indiana, for the past eight years. He joined Local 142 in 1956, and served for 10 years as steward for city workers in Gary. He was superintendent of the Gary sanitation department for 11 years.

James attended Western Michigan College in Kalamazoo, where he was a physical education major. He served in the U.S. Navy from 1942 through 1944, touring the U.S. as part of the Navy's recruitment team.

The new Teamster general organizer is former secretary of the Lake County Democratic Party, and was a delegate to the 1968 Democratic national convention.

James is a member of the National Association for the Advancement of Colored People, the American Legion, the Veterans of Foreign Wars, and the Elks.

A. W. Parker

A. W. Parker was secretary-treasurer and business manager of Teamster Local 968 in Houston, Texas. He has been with Local 968 since 1965. He has served as a general organizer for the Southern Conference of Teamsters.

The new Teamster general organizer worked for the Kroger Company from 1960 to 1965.

Parker also has served as both trustee and recording secretary for Joint Council 58 in Southern Texas.

Fitzsimmons Calls Justice to Task For Supplying Distortion to Press

(EDITOR'S NOTE: Teamster General President Frank E. Fitzsimmons has taken strong exception to news stories linking him and the union to organized crime, stories which list the Justice Department as the source. Following a meeting at the Justice Department, Fitzsimmons—through the Union's law firm—sent the following letter to Attorney General Edward Levi.)

October 3, 1975

The Honorable Edward H. Levi
Attorney General of the United States
Department of Justice
Constitution Avenue
Washington, D. C. 20530

Dear Mr. Attorney General:

I am writing to thank you for giving Mr. Fitzsimmons and me the opportunity to express our concern over the unfortunate and repeated attribution which has been made to the Department of Justice by the press and news media in associating Mr. Fitzsimmons with what they variously describe as "organized crime," "the mob," and "the Mafia." In the short time you could give us we tried to emphasize that this matter went far beyond the quite obvious damage done to Mr. Fitzsimmons individually, and could indeed have a very real adverse effect on the 2¼ million working men and women of the 72-year-old labor union of which he is General President.

The International Brotherhood of Teamsters is scheduled to begin negotiations in December with representatives of the trucking industry which will culminate in the formation of a new National Master Freight Agreement. This Agreement—or the failure to reach one—will affect to some degree the lives of every man, woman and child in the United States. I am certain that I do not need to describe the difficulties which might be involved in this negotiation if the representatives of the trucking industry must carry on discussions with a man whom the United States Department of Justice is reported to believe to be associated with organized crime. This is a matter which I was convinced should be brought to your attention and which I believe is susceptible if not of correction, at least of clarification by the Department.

Let me make some specific references to only a few press reports on the Hoffa matter which to my knowledge have not been denied or even commented upon by Justice. The *Christian Science Monitor* reported on August 8 that:

> "To answer complaints about the Bureau's longstanding policy of secretiveness, the FBI's Detroit office has, for the first time in a major investigation, begun to allow certain agents, trained in public relations, to discuss FBI cases with the news media—within limitations."

If this is in fact true much of what has appeared in the media since then is explicable. If it is not true I believe that it should be denied.

You are aware that on hundreds of occasions since then "federal authorities," "federal sources," "sources close to the federal investigation," "federal agents," "federal probes" and "federal investigators" have been used by the media as sources of the most defamatory and incriminating descriptions of the Teamsters and Mr. Fitzsimmons. What are particularly offensive to us and what cannot help but be offensive to you and every official of the Department of Justice are statements such as that appearing in *Time Magazine* in its issue of August 18:

> " 'The Mafia clans had smooth sailing with Fitzsimmons,' *explains one Justice Department official.* 'They didn't want Hoffa rocking the boat.' "

A week later *Time* continued its line of reporting:

> "All too frequently, *says a U.S. Attorney* in Chicago, the [pension fund] loans are not paid back, and no real effort is made to collect, especially if the borrower is a pal of a top Teamster official.
>
> "Officially, the fund is administered by eight Teamster officers and eight employer representatives. Four of the Teamsters' trustees have known connections with the Mafia: Frank Fitzsimmons. . . ."

And equally aggravating is this statement:

> ". . . the Central States fund is characterized *by a federal investigation* as nothing less than a lending agency for the Mob."

I assume that you know about the Jack Anderson column of September 15 reporting upon some "rare private speculation on the Hoffa disappearance by "a top FBI expert on the Mafia . . . who barred the use of his name." This expert attributed the "murder" to "a group of guys who were very loyal to . . . Fitzsimmons," stating that "the Mafia preferred dealing with Fitzsimmons."

I am not suggesting that the Department of Justice issue an exculpatory statement about Mr. Fitzsimmons. On the other hand I believe that the Department has a duty to the nation at the very least to disown the information and the speculation which has been broadcast throughout this country in its name. It is well known to your Department that Mr. Fitzsimmons has made exhaustively complete statements to the FBI on his knowledge and activities in the Hoffa matter. I do not believe that it is at all just for the Department of Justice to watch idly as the nation's largest labor union is libeled daily in its name; nor do I believe that it is too much to ask that proper efforts be made to stop it. I hope you agree.

Respectfully,
Charles H. Morin
Dickstein, Shapiro & Morin

Fitzsimmons Declares

'Meany Should Unite Labor, Not Throw Temper Tantrums'

TEAMSTER President Frank E. Fitzsimmons has taken strong exception to remarks George Meany made at the AFL-CIO convention, which Fitzsimmons labeled slanderous.

"At a time when labor leaders should be uniting their wisdom to fight 8.3 per cent unemployment and double-digit inflation, the President of the AFL-CIO has thrown a temper tantrum," Fitzsimmons stated. "Meany is upset because California farm workers, in a large majority, are choosing Teamsters instead of his stepchild, Cesar Chavez.

"Meany, who represents no rank and file members, never negotiated a contract, and never walked a picket line, says Teamsters are unworthy to be called a union. That is the judgment of one man against that of more than 2 million American workers who have elected to belong to the Teamsters Union. No labor leader should be at war with more than 2 million American workers.

"The tragedy of George Meany's predicament is that he is more concerned with his hate for the Teamsters than he is for the welfare of American workers who desperately need a united labor movement, not the petty divisiveness of a man whose time has passed him by," Fitzsimmons concluded.

Null and Void

Teamsters Cancel Mutual Aid Pacts with AFL-CIO Unions

THE INTERNATIONAL Teamster general executive board has revoked all mutual-aid and no-raid pacts with AFL-CIO unions, following slanderous remarks about the Teamsters made by George Meany at the federation's recent San Francisco convention.

The crux of Meany's statement was that the Teamsters "are unworthy to be called a trade union."

Meany stumbled over his own tongue in reference to the California farm labor secret ballot elections on the choice of union membership, and an AFL-CIO resolution of support for the United Farm Workers Union. The resolution, though passed was as cooly received as was an appearance of Cesar Chavez before the delegates.

Following the action of the Teamster general executive board, IBT President Frank E. Fitzsimmons sent a letter to each AFL-CIO union with which the Teamsters have such pacts, announcing that they are now null and void.

The Teamsters leader pointed out to the union presidents in the letter that he was particularly chagrined at their silence following Meany's remarks, saying that such silence indicated that they acquiesced in what he said.

Earlier, the Teamster president responded to Meany's remarks by calling them a temper tantrum thrown because Teamsters are doing quite well in elections for the loyalty of farm workers (see separate story).

$3,275 Backpay

M. C. Fennell (left) receives a backpay check of $3,275 from Ernest Hines, president of Teamster Local 822 in Norfolk, Va., following settlement of a discharge case. Fennell, employed by Colonial Stores as a driver, returned to his job.

Researcher Retires At ECT

Elizabeth Norwood, assistant research director for the Eastern Conference of Teamsters since 1961, retired recently after 20 years' work for the conference headquartered in Washington, D.C.

Elizabeth Norwood

Mrs. Norwood, a native of North Carolina, joined the ECT in 1957 as an analyst and economist. Through the years she participated in negotiations and was a member of several important committees, including a subcommittee covering clerical workers under the National Master Freight Agreement.

In recent years, Mrs. Norwood worked with federal agencies concerned with discrimination in the employment of women and in 1972 was asked to serve as a voluntary consultant to the Women's Bureau of the Department of Labor.

CLUW Founder

Mrs. Norwood was one of the founders in 1973 of the Coalition of Labor Union Women and worked on several planning committees for the organization. In this connection, she was appointed by the Teamsters Union executive board to represent the IBT at the coalition's founding meeting in 1974.

One of her last assignments was to serve on the Advisory Council on Social Security at the request of the Secretary of Health, Education and Welfare.

Veteran Teamster

General Organizer Winters Dies in New Orleans

CHARLES D. WINTERS, International Union general organizer and president of Teamster Local 270 in New Orleans, Louisiana, died suddenly October 18, 1975.

A native of Chicago, Winters first entered organized labor before World War II when employed at Youngstown Sheet and Tube Company as a member of the Steelworkers.

Later, when employed at the aircraft division of Studebaker Corporation, Winters became a member of the United Auto Workers. With the UAW, he was a steward, later named an International Representative and director of the UAW political action group.

During World War II, Winters served with the War Production Board as co-chairman of the labor division, and later as a regional executive officer.

He served with the Office of Price Stabilization as a regional officer and also with the Small Business Administration.

Driver Salesman

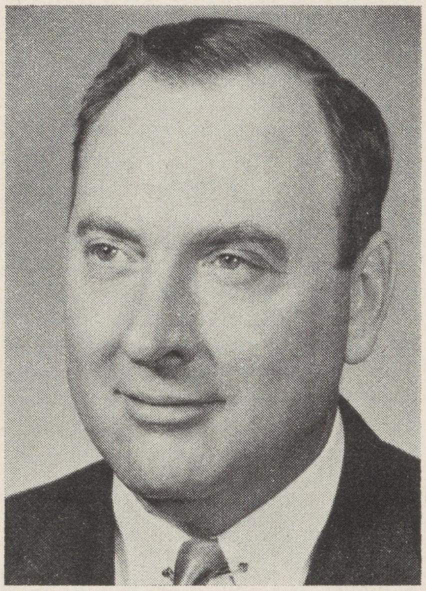
After World War II, Winters went to work as a driver-salesman for Nedlog, a beverage company in Chicago, and became a member of the Teamsters Union.

In 1955, Winters was hired as an organizer for the Southern Conference of Teamsters and was assigned to New Orleans. The same year, he became president of Local 270, a position he held until his death.

In 1965, Winters was appointed a special organizer for the International Brotherhood of Teamsters, and in 1970, was appointed an IBT general organizer by Teamster General President Frank E. Fitzsimmons.

He had long served as a policy board member of the IBT National Warehouse Division.

The 62 year-old Winters had a long list of civic and community accomplishments and was recognized as a community leader throughout Louisiana.



Charles Winters

Recognition of his community service came in April of this year when he received the Eleanor Roosevelt Humanitarian and the Israel Labor Awards at a dinner in New Orleans attended by national and state dignitaries.

Winters is survived by his wife, Jean, and one son, Charles Michael Winters.

He was buried October 21, 1975, in Metairie, Louisiana, following services in New Orleans.

Loyal Servant

Teamster President Fitzsimmons acknowledged Winters as a "Loyal servant of working men and women everywhere, and a leader who will be sorely missed in the Teamster movement."

● Strike Won

Some 70 members of Teamster Local 692 in Long Beach, Calif., ended a 5-week strike at the Datsun dealer in that city with overwhelming approval of a new contract providing substantial wage increases above what the employer originally offered.

Besides other fringe benefit gains, the agreement included wage-reopeners in the second and third year of the contract.

Large Unit Won by Local In Illinois

A unit of some 420 workers employed by T. C. Industries in Crystal Lake, Ill., was won by Teamster Local 714 of Berwyn, Ill., in a recent representation election.

William T. Hogan, Sr., Local 714 secretary-treasurer, said the ballot culminated a vigorous campaign in which the company, with a long history of anti-unionism, resisted strongly.

● Certification

Teamster Local 58 of Longview, Wash., recently was certified by the National Labor Relations Board as the collective bargaining representative for deliverymen employed by Platt Electric Supply Co., according to L. J. Bales, secretary-treasurer of the local union.

● Unanimous

Truck drivers employed by Hazleton Brick Co., of Hazleton, Pa., voted unanimously for representation by Teamster Local 401 of Wilkes-Barre, Pa., in an election conducted recently by the National Labor Relations Board, according to Francis Belusko, president of the local union.

Backpay Won For Members In Kansas City

Three members of Teamster Local 955 in Kansas City, Mo., recently received backpay totaling $3,000 after resolution of a case involving Chemvet Laboratory, Inc.

Harry Williams, Local 955 secretary-treasurer, said the money went to Ken Ruhl, Palmur Terrell and Joan Downey.

Williams said the company was found guilty by the National Labor Relations Board for discriminatorily not granting overtime to the Teamsters because of their union adherence.

STATE OF THE UNION

Economic Impact

Two Laws Fall Heavily On Canadian Workers

TWO PIECES of legislation, one passed in the Province of British Columbia, and the other proposed by Canadian Prime Minister Pierre Trudeau on the federal level, have direct consequences for Canadian working men and women.

The Provincial legislation already enacted in British Columbia orders a 90-day cooling off period and an end to strikes in four industries—forestry, the propane industry, lower mainland supermarkets, and the government owned B.C. Railway.

The proposed federal legislation would impose economic controls on wages and prices. The legislation is expected to receive approval from Canadian Parliament.

In British Columbia, the legislation ordering some 60,000 Canadians back to work was initiated by Prime Minister Barrett. Directly involved were the Teamsters, the Bakery and Confectionery Workers, the Pulp, Paper and Woodworkers Union, and the Canadian Paper Workers Union.

The Teamsters were first to comply with the new law's requirements. They withdrew picket lines and drivers began making deliveries of propane gas. For some time, Teamster officials had been trying in vain to get a contract with the Province's five major propane companies.

The federal legislation proposed by Prime Minister Trudeau is aimed at an inflationary spiral now running at a 10.6 per cent rate. It would affect 4.3 million of Canada's 9.4 million workers, including those at various levels of government in 10 Provinces, as well as doctors, lawyers, and business-industrial executives.

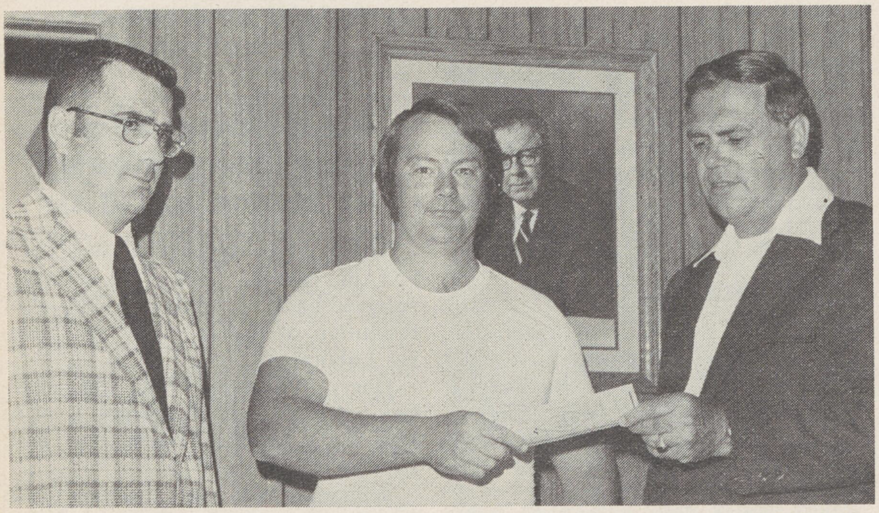
Under a three-year plan advanced by Trudeau, prices would be held to cost increases while maximum wage boosts of 8 percent would be permitted in the first year, declining to 6 per cent in the second year and 4 per cent in the third year. Prices of farmers' and fishermen's products are exempt from the proposed controls.

Dividends would be frozen unless a higher pay out is needed to raise new equity capital or previous dividends were abnormally low.

Banks and other financial institutions would have to justify increases in service charges and interest rates they charge on the basis of advances on what they pay out in such matters and their operating expenses.

Insurance premiums would be boosted only by amounts required to cover net increases in the costs of claims and operating expenses.

$5,576 Backpay



Teamster Local 503 of St. Paul, Minn., won an arbitration award of $5,576 for Roger McCoy (center), a warehouseman fired by the New York Tea Co. Besides the backpay, McCoy was reinstated to his job with no loss of seniority. At the check ceremony with McCoy are Donald J. Gerdesmeier (left) and Donald V. Carlson (right), president and secretary-treasurer respectively of Local 503.

Paul Ashcraft Dies

Paul Ashcraft, who organized Teamster Milk Drivers Local 537 in Denver, Colorado, in 1939 and served as its secretary-treasurer until his retirement in 1972, died October 17, 1975.

Paul Ashcraft

The veteran Teamster was 64 years old.

In addition to serving for 37 years as principle officer of Local 537, Ashcraft served for six years as president of Joint Council 54 and nine years as Council recording secretary. Also, he has served on the policy committee of the Western Conference of Teamsters.

WW II Veteran

He was a veteran of World War II, serving in the U.S. Navy. Ashcraft was a Mason.

He is survived by his wife Clara; two daughters, Joan Wellman and Sandra Herrman; four brothers, Ralph, Samuel, Lloyd, and Leslie; a sister, Zelma Cummings; and four grandchildren.

Scholarship Fund

He was buried October 21st. His family requests that contributions in his memory be made to the Paul J. Ashcraft Scholarship Fund, in care of Local 537, Denver, Colorado.

IBT Won't Accept 'No' on Safety

> "If the record of DOT in enforcing safety laws and regulations that are supposed to protect truck drivers doesn't improve, the IBT might recommend that federal safety jurisdiction for the trucking industry be moved to the Department of Labor."

IN THE UPCOMING national master freight negotiations, tougher safety provisions may become a major consideration, R. V. Durham, director of the IBT's safety and health department, told Dave Parker, of the Bureau of National Affairs recently.

Durham said new contract safety provisions will assume even greater importance should the Department of Transportation alter or fail to enforce its new tire regulations (see the Sept. issue of *International Teamster*).

DOT has been under fire from the American Trucking Association since the tire inflation regulations were released. ATA charges that the cost to industry will prove prohibitive at $165 million.

"Tire failure is the number one killer of truck drivers, and brake failure is number two," Durham told BNA. "They're worried about buying tires; we're worried about coffins."

If DOT's record in enforcing safety laws and regulations that are supposed to protect truck drivers doesn't improve, the International Brotherhood of Teamsters might recommend that federal safety jurisdiction for the trucking industry be moved to the Department of Labor.

"If DOT isn't going to move on safety, we're going to move," the safety director emphasized. "Where we can't get relief from DOT, we'll get it in the contract."

A number of new contract proposals concerning driver safety are under consideration by General President Frank Fitzsimmons for incorporation into the National Master Freight Agreement during negotiations.

Major proposals include:

- A provision to provide that "where a driver refuses to drive a truck in good faith, he shall not be disciplined." This, said Durham, would give the guy the benefit of the doubt that something is wrong with the truck. The present contract gives the driver the right to refuse to drive a truck he considers unsafe, but doesn't protect him from being disciplined, should his refusal prove unjustified.
- Another proposal requiring carriers to keep drivers' reports in cabs for 30 days after they are written, to give subsequent drivers some warning about possible vehicle defects. Some carriers maintain safe vehicles, Durham said, but others "run trucks until their wheels run off."

A major complaint of drivers is that carriers do not adequately maintain the trucks they must drive. "One driver might refuse to drive a truck because he felt the brakes were faulty, but a typical carrier usually just assigns the truck to another driver," he asserted. Since driver reports on the mechanical condition of the vehicle are required by DOT, this method could make valuable use of them.

- Durham has also proposed that the IBT bargain for joint safety and health committees at the terminal level that would meet monthly to review accident reports and complaints.
- Other contract provisions deal with equipment and driver problems. The union is asking for "catwalks" between cabs and trailers, for example, to prevent slips and falls by drivers.

Other equipment changes desired include installing convex mirrors beneath the flat slide mirrors on trucks to eliminate blind spots, and having side marker lamps at the tail corner ends of trailers.

"We don't want to get into a position of telling companies what types of trucks to buy, but we are concerned about how the trucks are equipped for safety and health," Durham asserted.

- The International Union is also working on driver complaints about cab conditions. The problem of excessive heat and vibration could be curtailed by requiring that all trucks be air conditioned, Durham said. Presently "sleeper cabs have air conditioning, but not single cabs."

Vibration is a tougher problem to solve. "Trucks are built to haul freight, not for comfort," he said. "In 1973, we negotiated air-ride seats, but there still is a back-slap problem."

The length of runs was another area mentioned. Durham acknowledged that driving 10 hour runs—the maximum time allowed by DOT on a single run—has taken its toll on the health of drivers. Durham said they have a higher-than-average incidence of hemorrhoids and prostate trouble.

But, he added, although "some guys say they want an eight-hour day and time and a half after 40 hours," that's "not the type of job in the trucking industry. Most drivers want to work 10 hours and I try to stay in tune with what the vast majority of our members want."

Changing the 10-hour rule to eight hours would "cause mass relocation of terminals because all runs are geared to 10 hours," Durham said.

It's more important that drivers have more time off between trips, the IBT feels. DOT rules now require a minimum of eight hours between trips. But, Durham pointed out, it can take a driver a couple of hours to check out of the yard before going home to get some rest.

Another problem is "keeping guys on duty an excessive amount of time." DOT rules say a driver shouldn't be on duty for more than 15 hours, but work breaks are not counted as "on duty" time. Drivers thus are out on the road longer than 15 hours at a stretch, Durham stated. Both these problems pose serious health and safety dangers.

Another health problem that endangers truck drivers is noise, as Durham noted. "There is no question that a lot of our members have hearing impairment as a result of noise exposure." The IBT safety and health department just finished participating in federal hearings on noise standards which will affect the trucking industry. They expect action on noise levels in truck cabs in the near future.

If these work hazards cannot be handled by DOT, changes will have to be incorporated into the contracts, although the two-year-old health and safety department's job is to assist locals, "not to impose," as Durham told BNA.

"Basically, our members want safe trucks, time with their families, and a pension at the end of the road." That's what these changes seek to provide for them.

STATE OF THE UNION

Editorial Laid Bare

(Editor's Note: R. V. Durham, IBT Director of Safety and Health and president of Teamster Local 391, Greensboro, N.C., rebuts a newspaper editorial on Teamster pensions. His letter to the editor of the Winston-Salem SENTINEL *appears below.)*

In reference to your editorial, "Rot at the Top," published Aug. 12, aside from the implications, errors and lack of fact, there is one area to which I wish to make a direct reply . . . regarding Teamster pensions.

After 20 years the Teamsters Central States Pension Fund has increased in size until it now covers about 450,000 members of Teamster Union affiliates, including 6,000 members of our own Teamster Local 391, which is headquartered in Greensboro, N.C.

Since the inception of the Central States Plan, there have been 62,733 pensions approved as well as 9,330 survivor pensions and 2,263 total disability pensions. In addition, the Central States Pension Fund has distributed 921 lump sum disability benefits, 7,821 lump sum death benefits, 7,698 death benefits on retirees and 1,286 death benefits for retirees' spouses.

Our own local union . . . one of scores of locals covered by the Central States Plan . . . came under the plan in 1957. Since then, the benefits paid to our members, all North Carolina citizens, have aggregated $8,646,385.00 through Dec. 31, 1974.

I would suggest to you that the Teamster program of pension protection for its members, as in the case of our local union which represents 9,000 members, is not only outstanding, but far surpasses almost every other plan in industry and even excels a large part of federal and state pension plans. There is not one of our Local 391 retired members, qualified for the pension, who has been denied or suffered a loss.

—R. V. DURHAM, President
Teamsters Local Union No. 391
Greensboro.

● Wage History

Massachusetts adopted the first minimum wage law for women and minors in 1912, according to the Labor Department.

Teamsters Si, UFW No

WCT Policy Board Supports Drivers' Rebuke of UFWU

THE WESTERN CONFERENCE'S Policy Committee has pledged full support to Teamster Produce Drivers in California who are resisting efforts to take them out of traditional bargaining units and bracket them as one group with workers who harvest crops.

Some 500 Teamster drivers belonging to four Local Unions—890 in Salinas, 912 in Watsonville, 898 in El Centro as well as 274 in Arizona—have a substantial stake in the outcome of a class action suit initiated by the produce drivers as well as a petition filed with the NLRB for retention of their certification as a unit under federal law.

Chavez's UFW wants the drivers bracketed with field workers in elections being conducted by the Agricultural Labor Board. This means that wherever UFW wins an election drivers hauling produce from such fields would be compelled, against their personal wishes, to become UFW members. This also would result in loss of pension credits, seniority and other benefits acquired under Teamster contracts that go back as much as 30 years. Moreover, the drivers then would be subject to the UFW hiring hall procedures which have been most discriminatory in work assignments.

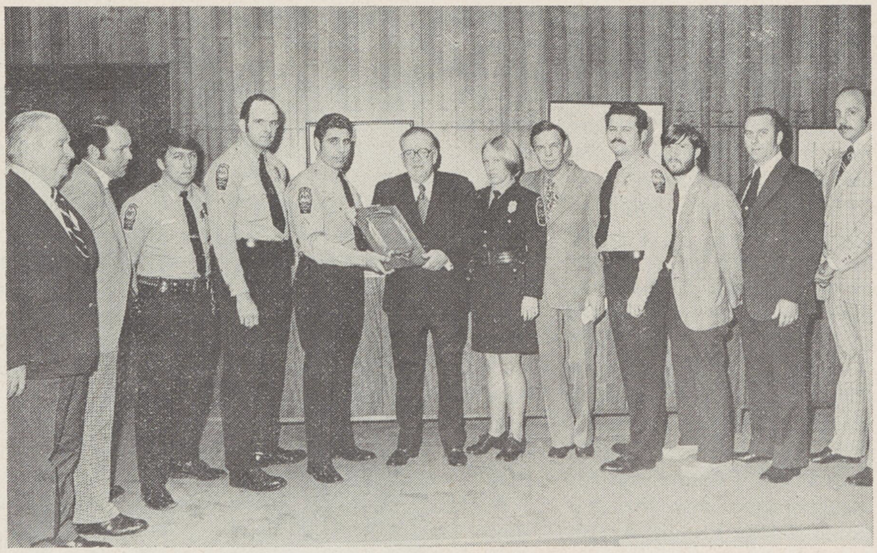
A San Francisco Federal Judge has issued a temporary order restraining the California Agricultural Board from giving effect to any election certification order until the drivers' class action suit is adjudicated.

● Bus Drivers

Bus drivers employed by the Chittenden County Transportation authority in Burlington, Vt. voted for Teamster representation recently in an election conducted by the Vermont Labor Relations Board.

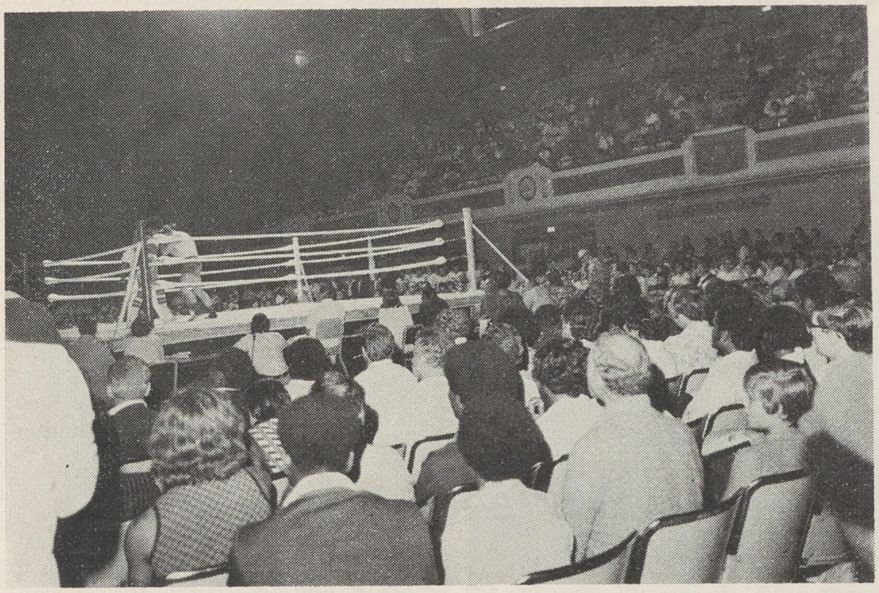
Robert Walker, secretary-treasurer of Teamster Local 597 in Barre, Vt., said the ballot count was 14 to 1 in favor of the Teamster affiliate.

Appreciation



Members of the Fairfax, Virginia, county police recently presented Teamster General President Frank E. Fitzsimmons with a plaque of appreciation for his support during their organizing campaign which brought them into the Teamsters Union. From left to right, Eugene Hubbard, Secretary-Treasurer of Local 246 and President of Jt. Council 55, Tom Fitzpatrick, John Sims, Charles Barton, Peter Bonavita, President Fitzsimmons, Nancy Lutz, Local 246 President Herman Simpson, Nicholas Krassenski, Guy Morgan, Richard Schultz, and Robert Delcore.

Joint Council 41 Boxing Bout



Representatives of the Polish Olympic amateur champion team and an American amateur boxing team traded punches recently in an international boxing show in the Cleveland, Ohio Public Hall. The series of bouts was the first fund-raising event to be held by Teamster Joint Council 41's new Sports Committee, which in partnership with the Lake Erie Amateur Athletic Assn. (AAU) is raising money to promote amateur athletics and fund American participation in the Olympic games.

First 7 Months

OSHA Catastrophe Probes Total Nearly One Thousand

NEARLY a thousand so-called "catastrophe" investigations were conducted by the Occupational Safety and Health Administration (OSHA) during the first seven months of 1975.

OSHA defines a "catastrophe" as a workplace accident that results in a fatality or hospitalization of five or more workers.

Under OSHA rules, such accidents must be reported within 48 hours to the nearest OSHA office.

High Priority

Investigation of workplace catastrophes has a high priority within the federal agency, second only to the investigation of imminent danger situations.

The purpose of catastrophe probes is to determine whether there were any violations of federal job safety and health standards, or if not, whether the hazards leading to the accident should be the subject of new or amended standards.

OSHA does not attempt to fix blame for such accidents.

From its inception in April, 1971, through last July, OSHA has made a total of 248,338 inspections of work sites. The agency has issued 172,997 citations alleging 897,610 violations, with proposed penalties totaling more than $22 million.

Arbitration Wins Gains In Jersey

Members of Teamster Local 286 of Clifton, N.J., won gains recently following an arbitration decision in favor of the union over the North Jersey District Water Commission.

Louis Duva, president of Local 286, said the union won wage gains and other improvements to end a year-long contract dispute.

Besides a substantial percentage pay raise, other gains included an improved health and welfare provision, prescription drugs, double-time for Sunday or seventh-day work, 3-day death leave, promotion by seniority if the employee is capable of doing the job, improved grievance language, and a 4-hour call and pay guarantee.

Chicago Local Awards Grants For College

Children of 10 members of Teamster Local 781 in Chicago, Ill., recently were awarded $500 college scholarships.

Joseph Bernstein, Local 781 president, said the grants were made to:

Pamela Anderson, daughter of Leon Anderson; Jacob Arriero, son of Alicia Arriero; Sharon Artrip, daughter of Frank Artrip; Carlos DeJesus, son of Cleofe DeJesus; Anthony Kunce, son of Edwin Kunce; Manuel Monette, son of Petra Galvan; Eugenia Nichols, daughter of Eugene Nichols; Cherly Rockwood, daughter of Milton Rockwood; John Simonick, son of Joseph Simonick, and Nadine Szczepanski, daughter of Ben Szczepanski.

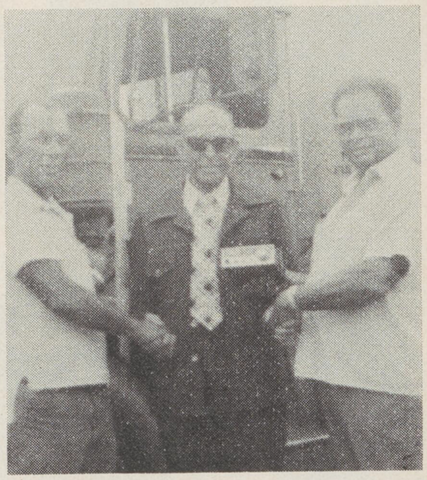
● Backpay Won

Frank DeBoer, a member of Teamster Local 325 in Rockford, Ill., recently received a backpay check for $10,500 following a National Labor Relations Board ruling in a case pursued by Russell Olson, secretary-treasurer of the local union.

● Moonlighting

About 3.9 million Americans held two or more jobs in May, 1975, according to the Bureau of Labor Statistics.

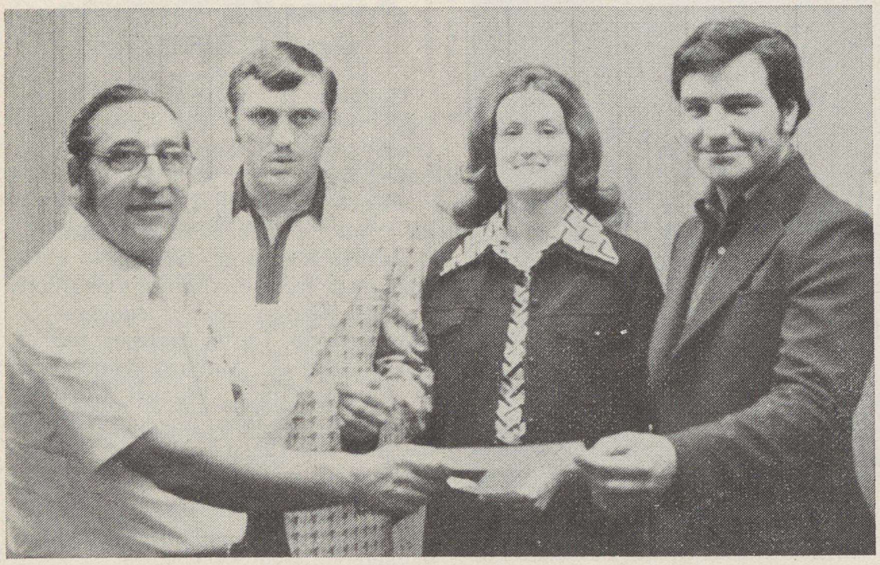
Driver Retires



E. C. Howell (center), a member of Teamster Local 512 in Jacksonville, Fla., retired recently after 26 years with Central Truck Lines. Howell, flanked by road stewards Ralph Wells (left) and A.I. Roberts, retired on disability after open heart surgery in which four heart valves were replaced.

STATE OF THE UNION

Backpay Winners



Backpay of $3,250 for Gene Lariviere and $500 for Judith Bender were won by Teamster Local 317 of Syracuse, N.Y., recently in a settlement with the newly-organized Bell's Moving & Storage Co. The two were fired during the organizing campaign. Shown at the check ceremony are (left to right): John Parise, Local 317 business agent; Sidney Gladle, steward; Bender and Lariviere.

25% Slash

Boston Local's Surgery Plan Already Proves Effectiveness

A NEW medical benefit plan designed to protect the members and dependents of Teamster Local 25 in Boston, Mass., from unnecessary surgery already is proving its value.

The program, less than a year old, is known as the Consultation Program for Elective Surgery (CPS) and has cut the local union's surgery record by more than 25 per cent.

Under the Local 25 plan, a member who is informed by his physician that he needs an operation may get a second opinion free from a qualified surgical specialist before submitting to the knife.

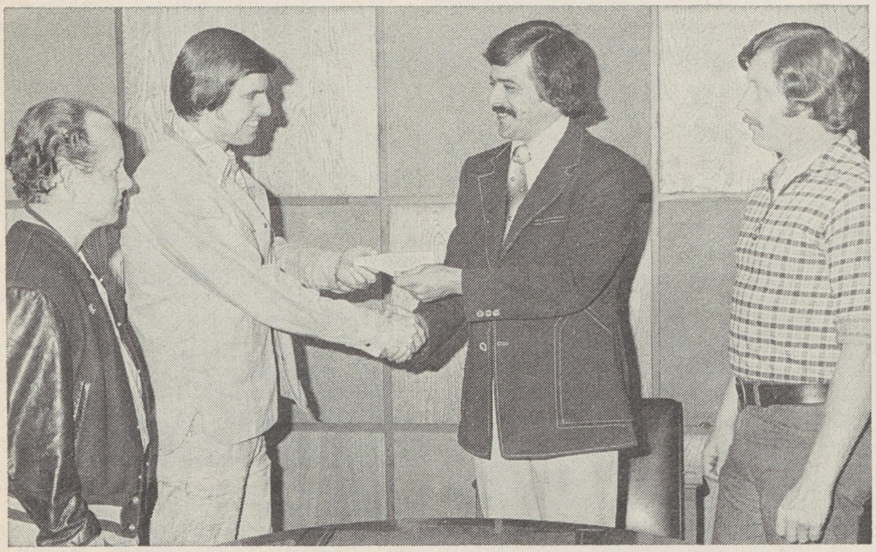
All the member has to do is phone the Local 25 Medical Center and ask for a consultant from a hospital participating in the program which began last February. All consultants are certified by the American Board of Surgery. The union pays the consultation fee.

Therapy

The intent of the plan is not to influence the member in his choice of a surgeon, but rather to create the condition where unnecessary surgery can be avoided. Often an illness can be corrected by therapy.

Hospitals participating in the program developed under the leadership of Local 25 President William McCarthy are: Massachusetts General, Peter Bent Brigham, Beth Israel, New England Medical Center and Tufts Medical School.

$3,000 Backpay



John Hammer (second from left), a member of Teamster Local 853 in Oakland, Calif., receives a backpay check of $3,000 from Ray Blasquez, Jr., vice president of the local union, following successful conclusion of an arbitration case. Shop stewards Casey Sawyer (left) and Bob Dodelin (right) helped prepare Hammer's case and testified in his behalf.

● Certification

Teamster Local 58 of Longview Wash., recently was certified by the National Labor Relations Board as the collective bargaining representative for deliverymen employed by Platt Electric Supply Co., according to L. J. Bales, secretary-treasurer of the local union.

● Drivers Vote

Truck drivers employed by R & K Medical Co., of San Francisco, Calif., recently voted overwhelmingly for representation by Teamster Local 85 in a National Labor Relations Board election, according to Ray Talavera, business manager of the local union.

● Frozen Foods

A majority of workers employed by Buhler Mills, Inc., a frozen food wholesaler in Nashville, Tenn., voted for representation by Teamster Local 327 in a recent National Labor Relations Board ballot, according to William Ellis, president of the local union.

Wisconsin Honors Fitz

General President Frank E. Fitzsimmons was honored recently as Wisconsin Teamsters staged a banquet and presented him with a plaque expressing their appreciation for his leadership. Shown on the occasion are (left to right): Seated—Milton Veleke, president of Joint Council 39; General President Fitzsimmons, and Roy Lane, Joint Council 39 secretary-treasurer; Standing—David Previant, IBT general counsel; Richard Chamberlain, JC 39 trustee; James Jesinski, JC 39 recording secretary; Robert Schlieve, JC 39 vice president; Leo Lotharius and Don Tilkens, JC 39 trustees, and IBT Vice President Ray Schoessling of Chicago, director of the Central Conference of Teamsters.

Talk Site Dispute

Good Faith Bargaining Case Won by Baltimore Teamsters

UPHOLDING the administrative law judge, the National Labor Relations Board ruled in favor of Teamster Local 557 of Baltimore, Md., in a "good faith" bargaining case.

The Board rejected the argument of N. C. Coastal Motor Lines, Inc., that it had been denied due process, ruling that the employer unlawfully refused to bargain in good faith with Local 557 by insisting on negotiating in Raleigh, N.C.

It was, said the Board, a lack of diligent effort to meet and negotiate with the union. Also, the company unilaterally transferred the work of its Baltimore city drivers to road drivers while terminating the bargaining with the union.

It was the employer's claim that the administrative law judge was discriminatorily motivated in his recommendation which, the company asserted, went beyond the scope of the complaint and therefore deprived the firm of due process.

The Board did not agree. It noted the acts found unlawful were fully set forth in the complaint and that the record as a whole showed beyond any doubt that the employer was fully aware what was at issue.

Furthermore, the Board said that any economic or operation disruption as claimed by the company would be minimal compared to the employer's violation of the employees' rights.

Evidence showed that the company had not disposed of its operating equipment and still maintained a terminal in Baltimore where it cleans, loads and dispatches trucks, employs a terminal manager and still performs at least 60 per cent of the work previously done by the bargaining unit.

N. C. Coastal was ordered by the Board to cease the unlawful activity, to restore the work previously performed by city drivers, reinstate three unit employees with backpay, and bargain with the Teamster local union upon request.

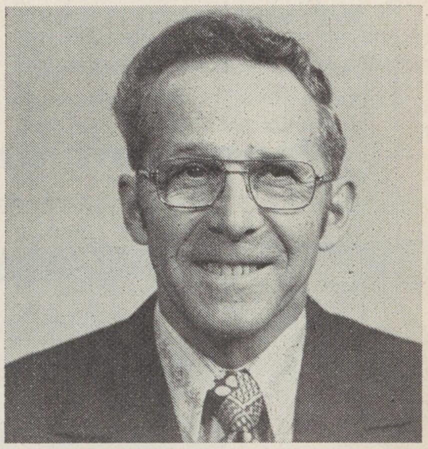
Iowa Local Wins Backpay In Two Cases

Teamster Local 387 of Des Moines, Ia., successfully pursued unfair labor practice charges against two companies recently with the National Labor Relations Board decision favoring five members.

Oral Sparks, Local 387 secretary-treasurer, said the amount of the backpay settlements for the members involved was yet to be determined. The cases involved Cadco, Inc., in Urbandale, Ia., and Kemin Industries in Des Moines.

Sparks said Bruce Daggett and Jerry Strable won backpay with interest in the Cadco decision. The Kemin Industries ruling favored David Vasquez, Terry McGregor and Gary Swanson.

Last Drive



William D. LaPean, a member of Teamster Local 354 in Stevens Point, Wis., retired recently as an over-the-road driver for Gross Common Carrier, Inc., after 33 years on the job. His record of more than 2½ million miles without accident earned him a driver-of-the-month award from the Wisconsin Truckers Safety Council.

● No. Carolina

Teamster Local 391 of Greensboro, N.C., won a recent National Labor Relations Board representation election at D.T.S. Handling-G, Inc., by an overwhelming margin.

R. V. Durham, Local 391 president, said 61 workers were eligible to vote and each cast a ballot. The Teamsters received 59 votes and another union got but two votes.

STATE OF THE UNION

Teamsters-Laborers

Board Blames Employer For Prolonged Walkout

THE National Labor Relations Board ruled that Salina Concrete Products, Inc., of Salina, Kan., violated the law by withdrawing recognition from and refusing to bargain with jointly certified Teamsters Local 696 and Laborers Local 775.

Upholding the findings of the administrative law judge, the Board agreed that an economic strike called by the unions was prolonged by the company's refusal to bargain and thereby converted into an unfair labor practice strike.

Two weeks after the economic strike began, the company's executive vice president decided on the company's behalf to withdraw recognition from the unions.

He testified that his action was based on employee statements that they did not wish union representation, also that a majority of the company's workers at the moment were individuals who did not participate in the strike, who had abandoned the strike, and who were hired as permanent replacements for strikers.

Needless to say, it was a clear violation of the law as pointed out by the judge who noted that when the strike began the unions clearly represented a majority of workers in the appropriate unit.

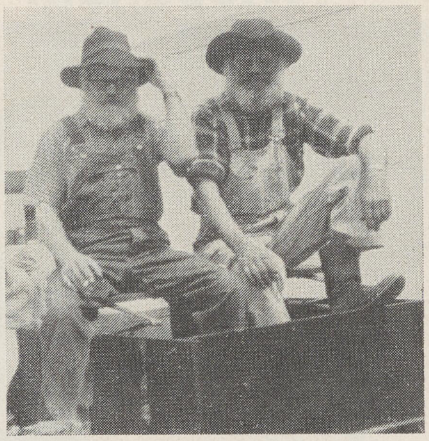
"Whatever changes in representational sentiment may have occurred," noted the Board, "fourteen days was too short a period for the employer to believe in good faith that the changes would endure."

Furthermore, evidence disclosed that workers who crossed the picket line "returned to work in circumstances which would not have been inconsistent with a desire for the unions to continue as their representative."

The strike was motivated by a desire of the employees to exert economic pressure so as to obtain an improved collective bargaining agreement. However, the employer's misconduct foreclosed "customary means" of terminating a strike. Therefore, the judge concluded, the company's unlawful refusal to bargain with the unions prolonged the strike.

Salina Concrete was ordered by the Board to bargain with the two unions upon request, also to offer reinstatement with backpay for any lost earnings to all employees who participated in the strike and who already were not reinstated.

Celebrants



Two members of Teamster Local 116 of Fargo, N.D., recently played prominent roles in that city's centennial celebration. On the right is Charles Schwartz, Local 116, who won first prize for the fullest beard. The other member is Leo Glatt, Local 116 custodian.

President and Teamster

President Ford receives an honorary plaque from Jack Paulsen, a member of Teamster Local 544 in Minneapolis, Minn., by way of encouraging Americans to fly "Old Glory." Paulsen, an over-the-road driver, is president of National Fly the Flag Crusade, Inc.

Manufacturing Unit Won In Texas

Teamster Local 568 of Shreveport, La., recently won a large bargaining unit at the Lebus Mfg., Co., in Longview, Tex.

William M. Hays, secretary-treasurer of Local 568, said approximately 224 workers were eligible to vote in the ballot conducted by the National Labor Relations Board.

The vote was 130 for the Teamsters, 54 for another union, seven "no union" ballots and one vote was challenged.

In Gary, Ind.

Local Gives College Grants To Eleven Teamster Kids

ELEVEN sons and daughters of members of Teamster Local 142 in Gary, Ind., are attending college this fall with the aid of scholarships given by the local union.

Don Sawochka, Local 142 secretary-treasurer, said the union annually gives college grants totaling $4,000 to high school graduates who are children of members or pensioners. The program is in its fifth year.

Receiving the highest scholarship award of $1,000 this year was Laura Dawson, daughter of the late William H. Dawson.

Other 1975 recipients of Local 142 scholarships were:

—Adrienne Patricia Turner, daughter of Bradley Turner.

—Patricia Jean Badkey, daughter of Ross L. Badkey.

—Kevin Fleck, son of Paul N. Fleck.

—Kenneth C. Lowell, son of Robert L. Lowell.

—Debra Beth Nagel, daughter of Raymond W. Nagel.

—Janell Rodgis, daughter of R. T. Rodgis.

—Sandra S. Slankard, daughter of William L. Slankard.

—Debra Stalbaum, daughter of Paul G. Stalbaum.

—Robert P. Symanski, Son of Frank J. Symanski.

—Ronald J. Uzubell, son of Ronald J. Uzubell.

● In California

Driver salesmen employed by Cal Gas-South Lake Tahoe, Inc., a propane retailer in Lake Tahoe, Calif., voted for representation by Teamster Local 533 of Sparks, Nev., in a recent National Labor Relations Board election, according to Johnnie Murch, secretary-treasurer of the local union.

Labor Sec'y Dunlop Objects To Investigation Publicity

Secretary of Labor John Dunlop has objected angrily to the disclosure by two senators that the Labor Department is investigating the Teamsters Central States Pension Fund.

Referring to disclosures made by Sens. Harrison Williams (D-N.J.) and Jacob Javits (R-N.Y.), Secretary Dunlop said:

"I do not believe that administrative agencies should reveal investigations in progress."

Dunlop objected to the disclosures because "of the way Congress and the press have indicted persons in fact without a fair hearing" in the past.

The Labor Secretary said he was referring particularly to congressional investigations during the 1950's (when labor was slandered by the McClellan Committee), and added:

"I will not be a party to that."

He noted that Williams and Javits had revealed the investigation, and he had not.

Fitz Gets 'Thank You' Letter

Frank E. Fitzsimmons,
General President,
Teamsters Union

Dear Sir:

I am sure you know that an important negotiation between the Food Employers Council of Southern California and nine locals of the Retail Clerks International Association was concluded (recently). A shutdown that might have affected close to 100,000 employees, many supermarket operators and thousands of customers was averted.

In addition, it was the first time that a team of representatives of the Joint Labor Management Committee participated in a major negotiation as mediators, assisting W. J. Usery and his staff from the Federal Mediation Service.

I think the results demonstrate the kind of contribution that can be made by labor and management teams working together on a common problem and utilizing people not directly involved in the immediate dispute. In this respect, John Greeley, representing the IBT, was an important part of that team and I want to thank you as well as John for making it possible for him to serve . . .

Sincerely,
Wayne L. Horwitz,
Chairman, JLMC

● In Massachusetts

A majority of workers employed by Northeast Column Co., Inc., of Palmer, Mass., voted recently for representation by Teamster Local 404 of Springfield, Mass.

Carmin Napoli, president of Local 404, said 10 welders, cutters, yardmen, truck drivers and shipping and receiving clerks were eligible to vote in the ballot conducted by the National Labor Relations Board. The count was 5 to 3 in favor of the union.

The company manufactures steel-concrete filled lolly columns.

MENTAL HEALTH: A State of Mind

No Longer a Stigma

FED UP WITH your job? Want to scream sometimes? Feeling that life's not worth much? Maybe you just can't handle things anymore. All of us feel that way at times. But, if it continues or recurs often, you could be one of 20 million people in this country suffering from mental illness.

For 20th century Americans, "mental illness" is no longer a shame-ridden ailment. "There has been a complete change of attitude by the public, by the families of patients and by the patients themselves toward mental illness and mental health care. These people are treated like humans and are no longer looked on as being any different from anyone else," Dr. Roger B. Bost, director of the Arkansas department of social and rehabilitative services, said recently.

We've come a long way from the days when the mentally ill's skulls were trephined to allow the "evil spirits" to escape, exorcism rites performed, or the violent exhibited to the public for a fee. No longer are the mentally ill chained, beaten, starved, bled, caged behind bars or locked away in basements or attics.

During the 20th century, man has made great strides in recognizing the problem, finding solutions, funding research into its causes, training therapists, informing the public of the problem's dimensions and providing access to close-by facilities so that problems can be remedied quickly.

Today, the focus of the National Institute of Mental Health (U.S. Dept. of Health, Education & Welfare) and its related agencies is on promoting mental health—keeping people from becoming mentally ill.

Health Centers Act

The NIMH has centers for study of alcoholism, drug abuse, suicidology, crime and delinquency, metropolitan problems, child and family mental health, and other problems affecting mental well-being.

Thanks to the Community Mental Health Centers Act of 1963, mental health facilities are available nationwide to allow most mentally ill patients to continue their jobs, living at home, while they receive psychiatric care tailored to their needs.

The legal profession, in the past several years, has begun safeguarding the legal rights of the mentally ill, as well. Indefinite incarceration, railroading into institutions, failure to provide treatment, and the excessive use or misuse of drugs to control behavior—these things all have been assailed with victories on behalf of the mentally ill.

Dimensions

Mental illness is "America's primary health problem," afflicting at least 10 per cent of the population or about 20 million people, according to a recent National Institute of Mental Health report, based on a 2-year task force study of agency-supported research conducted between 1948 and 1973.

It is an affliction that's increasing, as the stresses of unemployment and inflation add pressures to the problems society normally inflicts.

Mental illness can take a variety of forms and affect virtually any age group; it isn't limited by sex, race, occupation or genetics. It strikes anyone whose problems become too much to cope with. NIMH studies, however, have shown that children, adolescents and the elderly are affected more seriously than other age groups.

Yet only one-seventh of those who are mentally ill actually receive psychiatric care, as the report noted.

"Looking back," the task force report said, "it is hard to believe that only 300 years ago, in Europe and Great Britain, stench-filled leprosariums were being transformed into dungeons serving as houses of 'correction' for the mentally ill."

Federal research is significantly responsible for the "quiet revolution" in the delivery of mental health services, in which people around the world now regard mental illness as an ailment that can be explored and treated.

Warning Signals

Although you may feel some pressure, sometimes things can get out of hand before you realize it. Not necessarily indicative of mental disturbance, these actions, or signs of trouble, however, can sometimes help identify someone who needs help:

1. Is this person acting differently than he usually does? Can you link this change in behavior to something that has happened recently? Any event, such as a death of a close relative, or even something positive—like a job promotion—can trigger a harmful emotional reaction.

2. Does he or she seem to be excessively withdrawn and depressed? Are hobbies, friends, and relatives ignored suddenly? Is there a feeling that this person has begun to lose confidence in himself? Depressive illnesses have many symptoms similar to these.

3. Does the individual complain of episodes of extreme, almost uncontrollable, anxiety? Is this anxiety unrelated to any normal concern, such as a child's illness, a backlog of bills? Anxiety that has no discernible cause is a sign of an emotional difficulty.

4. Does the person become aggressive, rude, and abusive over minor incidents? Are there remarks about groups or individuals "out to get him"? If that last remark was made in all seriousness, and blowups and violent physical be-

Information Resources

Looking for more information? Call or write to:

National Association for Mental Health, Inc.
1800 N. Kent Street
Rosslyn, Virginia 22209
Telephone No. (703) 528-6405

National Clearinghouse on Mental Health Information
Nat. Institute of Mental Health
5600 Fishers Lane
Rockville, Maryland 20852
Telephone No. (301) 443-4515

Or contact your local mental health association.

For the names of psychologists practicing near your home, call or write to your local or State psychological association.

For a physician, psychiatrist, or psychologist, contact your local medical bureau or local Department of Mental Health listed in the telephone book.

Four national associations will provide you with information on their members' locations.

American Medical Association
535 N. Dearborn Street
Chicago, Illinois 60610
Telephone No. (312) 527-1500

National Association for Social Workers
1425 H. Street, N.W.
Suite 600
Washington, D.C.
Telephone No. (202) 628-6200

American Psychiatric Association
1700 18th Street, N.W.
Washington, D.C. 20009

American Psychological Association
1200 17th Street, N.W.
Washington, D.C. 20009

Among the self-help organizations which have chapters in most cities are:

Recovery, Inc.
116 South Michigan Ave.
Chicago, Illinois 60603
Telephone No. (312) 263-2292

Family Service Association of America
44 East 23rd Street
New York, N.Y. 10010
Telephone No. (212) 674-6100

Don't forget that your own physician or clergyman is usually aware of places in your community to get help.

If you, or someone you know, can benefit from the services of a Community Mental Health Center, or one of the facilities described above, don't delay.

Problems have a tendency to become more severe if untreated. ACT NOW.

CHECK YOUR STRESS

Psychiatrists Thomas Holmes and Richard Rahe have developed a "life-events scale" to measure the psychological stress caused by various changes in life circumstances.

Studies by the doctors indicate that an accumulation of 200 or more "life-change units" in a single year may be more disruption than an individual can withstand—and make him vulnerable to illness.

Rank	Life Event	Points
1	Death of spouse	100
2	Divorce	73
3	Marital separation	65
4	Jail term	63
5	Death of close family member	63
6	Personal injury or illness	53
7	Marriage	50
8	Fired at work	47
9	Marital reconciliation	45
10	Retirement	45
11	Changes in family member's health	44
12	Pregnancy	40
13	Sex difficulties	39
14	Gain of new family member	39
15	Business readjustment	39
16	Change in financial state	38
17	Death of close friend	37
18	Change to different line of work	36
19	Change in number of arguments with spouse	35
20	Mortgage over $10,000	31
21	Foreclosure of mortgage or loan	30
22	Change in work responsibilities	29
23	Son or daughter leaving home	29
24	Trouble with in-laws	29
25	Outstanding personal achievement	28
26	Wife begins or stops work	26
27	Begin or end school	26
28	Change in living conditions	25
29	Revision of personal habits	24
30	Trouble with boss	23
31	Change in work hours, conditions	20
32	Change in residence	20
33	Change in schools	20
34	Change in recreation	19
35	Change in church activities	19
36	Change in social activities	18
37	Mortgage or loan under $10,000	17
38	Change in sleeping habits	16
39	Change in number of family get-togethers	15
40	Change in eating habits	15
41	Vacation	13
42	Christmas	12
43	Minor violations of the law	11

havior occur, there is a strong indication some help may be required.

5. Is there a change in the person's habits, such as eating, sleeping, or grooming? Suddenly, has the individual almost stopped eating? Conversely, has he or she started eating or drinking a lot in a compulsive manner? Either sleeplessness or too much sleeping can be indicators, if they are done to excess.

Any of these signals, if they continue for any length of time, may call for professional help. Fortunately, early identification of the underlying problems causing behavior can often make these symptoms disappear.

Treatment Methods

Once you've sought assistance for a problem, the specialist will probably recommend some form of therapy. It may last for only a few weeks or take much longer, depending on your problem. Here are a few of the modern methods of treatment.

Short-term Psychotherapy: This approach is used when the problem seems to be one brought on by some event or episode in life, such as a death in the family, divorce, or physical illness. Even good news can sometimes cause a severe upset. A job promotion or a move to a better home are good examples. The goal of the therapist is simply to help iron out the problem as quickly as possible. Usually, this takes only a few visits.

Family therapy: In this method the whole family is interviewed to help determine the root cause of a problem. Perhaps a son needs to be with his father who is unavailable in the evenings. A mother may be spending too much time worrying about things that would be less of a problem if she could see them in a different way. If the family therapist can lead the family members to see each other in a new light, then their behavior toward one another can improve, and their problems begin to fade.

Group therapy: Group therapy takes place when a small group of people gather to discuss their problems with each other under the guidance of a therapist. The group members help each other with their individual problems. The therapist guides the conversation into useful directions, offers advice if needed, and points out things the group members might otherwise miss.

One form of group therapy is called psychodrama. By playing a role—such as father or brother, sister or mother—and making up the part, one can discover personal feelings and reactions to others that were unknown before treatment.

Play Therapy: A child may have deep-seated fears, or continuing behavior or learning problems that indicate help is needed. Following a diagnosis of the trouble, play therapy may be recommended as a means of getting down to the cause of the difficulty. Many problems can be dealt with in play therapy by experienced child therapists. Fortunately, young children respond very well to this way of establishing communication with them. Often, the older children become, the more difficult it is to change their behavior patterns. While some problems, such as chronic bedwetting, and some physical ailments, such as allergies or asthma, are not usually thought of as possible signs of emotional disturbance, they can signal a need for psychological help.

Other Treatments: There are other kinds of psychotherapy: some that involve an indepth study of the underlying causes of a problem that started in childhood, and some that deal more with the person's life here and now. In the latter method, everyday situations are looked at to help the patient better understand himself.

All federally funded centers are designed to provide a wide range of services. Included in these are: *Partial Hospitalization*—a patient might spend either days, nights, or weekends at the center, living at home and going to work when possible. *Outpatient Care*—the patient comes into the center's clinic for treatment that has been set up on a regular basis. *Inpatient Service*—the patient comes in for hospital care that may be needed for a while. In addition, the center also provides a 24-hour *Emergency Service* available at any time of the day or night. For schools and other community agencies and groups, the center also offers mental health *Consultation and Education Services.*

Perhaps the most important thing to remember, should you or someone you know need help, is that it is there. And professional assistance can mean the difference between misery and a meaningful life for you and everyone around you.

Act Upheld

Body of Case Law Developing In Area of Safety, Health

WHILE many important legalities are still unresolved, the outlines of a body of case law interpreting the Occupational Safety and Health Act are taking definite shape.

That's the view of Benjamin W. Mintz, Associate Solicitor of Labor, who noted recently that the most important development has been that the courts have uniformly rejected attacks on the constitutionality of the federal law.

Blunted by court decisions have been assertions by foes of the safety-health law that its "civil" penalty provisions are in reality criminal, that its legislative authority was improperly delegated to the executive branch, and that employers are denied due process of law.

In addition, said Mintz, the courts have clarified the question of employer responsibility on multi-employer worksites, holding that the employer with control over a hazard should be held responsible for it.

The courts have been moving toward a common view concerning the review of safety and health standards promulgated by the Department of Labor. As it stands now, a 2-part test has emerged. On the one hand, factual findings by the Secretary of Labor must be supported by substantial evidence, also, his legislative-like policy judgments need only meet the test of rationality.

Mintz said that when the courts have struck down safety and health standards, they have usually done so for procedural deficiencies. As a result, the Secretary of Labor has had to become more specific in devising new standards.

Teamsters a Part

Food-Drug Council Formed By No. California Unionists

UNIONS involved in the food and drug industries in Northern California have formed a coalition to be known as the Northern California United Food and Drug Council (NCUFDC).

The council is composed of unions representing some 240,000 members in the food and drug industry. Among them are Teamsters, Retail Clerks, Meat Cutters, Bakers, Machinists, Culinary Workers, Longshoremen and Operating Engineers.

The geographic area involved extends from Fresno, Calif., northward to the Oregon border. Its counterpart in Southern California is known as the Food and Drug Council.

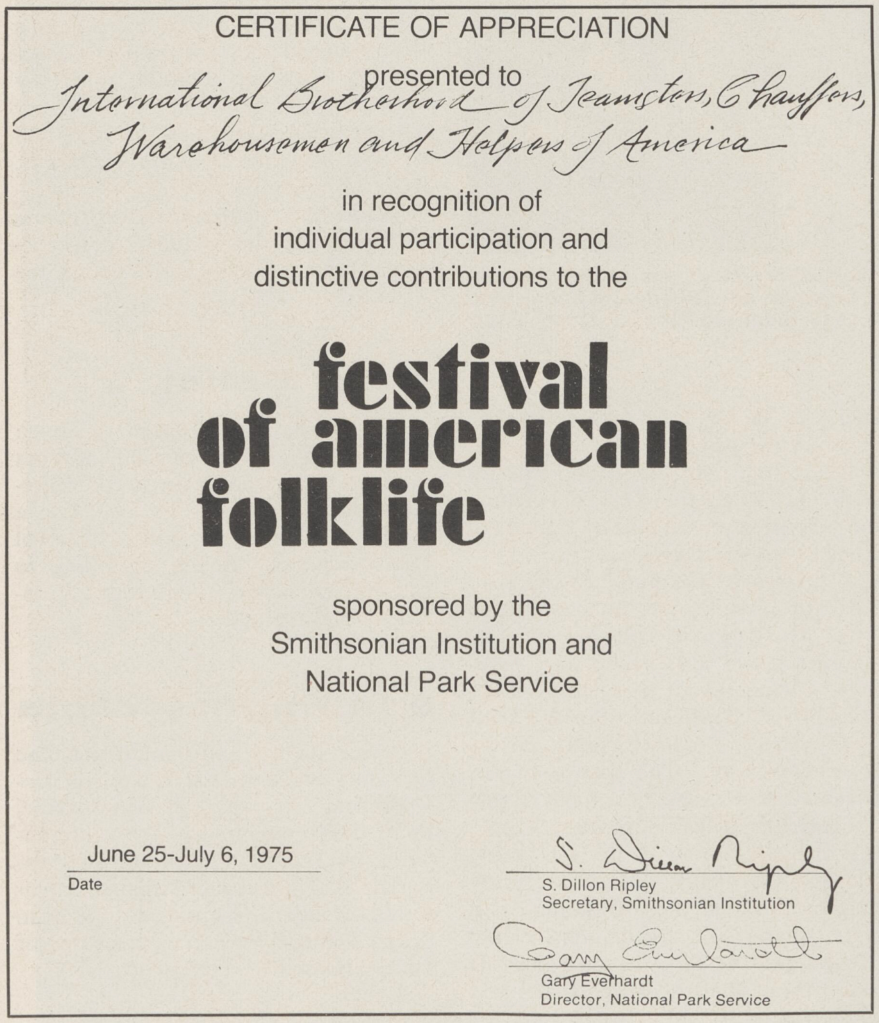
Ben Leal, president of Teamster Local 856 in San Francisco, Calif., was named president of the new NCUFDC.

Leal said the creation of the council was inspired by the fact that new developments in the food and drug industries are creating severe threats to the jobs and working conditions of union members.

Development of the council will permit the unions involved to pool their resources and coordinate their bargaining.

"This way," said Leal, "we hope to counterbalance the vast economic power of the corporate giants which dominate the food and drug industries."

Teamsters' Exhibit Praised



CERTIFICATE OF APPRECIATION

presented to

International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America

in recognition of
individual participation and
distinctive contributions to the

festival
of american
folklife

sponsored by the
Smithsonian Institution and
National Park Service

June 25-July 6, 1975
Date

S. Dillon Ripley
S. Dillon Ripley
Secretary, Smithsonian Institution

Gary Everhardt
Gary Everhardt
Director, National Park Service

General President Frank E. Fitzsimmons recently received a certificate of appreciation from the Smithsonian Institution in recognition of the International Union's participation in the 1975 Folklife Festival (featured in the August issue of *International Teamster*).

Shirley Askew, program coordinator for the Division of Performing Arts, wrote in her accompanying letter: "We consider the truck drivers' presentation one of the best in this year's Working Americans program," terming the display "a dynamic and lively presentation of trucking lore and exchanges with the public."

Driver Dies

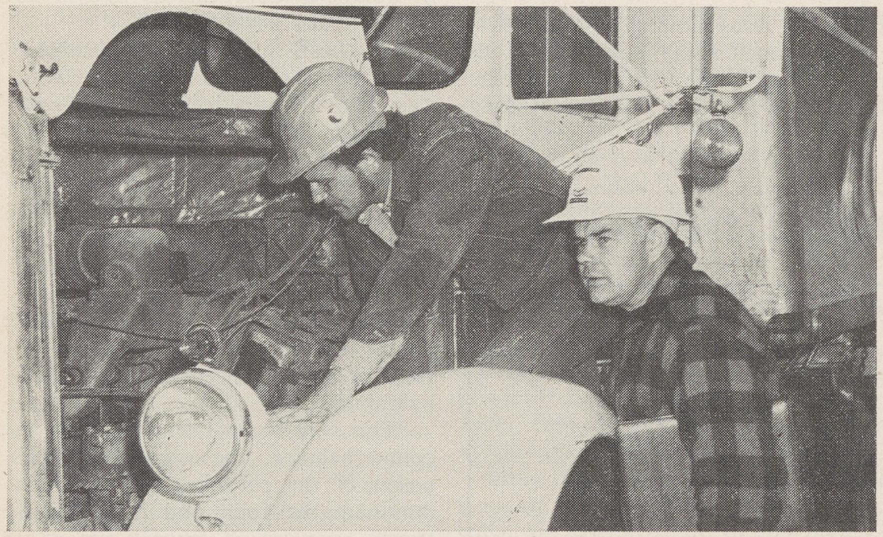
Henry C. Watson, a member of Teamster Local 326 in Wilmington, Del., died recently. Watson, a Teamster since 1937, was driving for Eastern Freightways. There were no accidents in his 46-year record of over-the-road and local cartage driving.

Newspaper

By a better than 2-to-1 margin, motor route carriers employed by the Chillicothe (O.) *Gazette* voted for representation by Teamster Local 413 of Columbus, O., in a recent National Labor Relations Board election, according to Jack Boyd, Local 413 business agent working out of Portsmouth, O.

In Construction

Labor-Management Team Up To Develop Needed Drivers



Teamster Instructor Jim Van Damm (white helmet) oversees one of the students at the heavy construction school camp near Corvallis, Ore. Room and board were provided the students because the program had them studying as much as 10 hours a day. Thirty drivers graduated.

TEAMSTERS and contractors in Oregon have joined forces in a young program to train drivers needed in heavy construction work.

The first class of 30 drivers including two women graduated from an intensive program this summer. An evaluation of their on-the-job performance will be made to determine the future of the program.

Attractive Irene Conant, an office secretary prior to enrolling in the Oregon Teamster-Contractor heavy construction driver school, was one of two women enrolled, the other being Dolly Kogan. The ladies said the thrill of an outside job and higher pay encouraged them to make the change.

The school got its origin several years ago when the Teamster Union and contractors realized qualified drivers were becoming scarce.

A provision was put into the contract for 3 cents per hour for each driver working on construction and the money was placed into the "Associated General Contractors—Joint Council of Teamsters Strike Trust Fund Heavy Construction Driver Training School." The sum later was increased to 5 cents, earmarked specificially for driver education.

While a training camp was being set up at Corvallis, Ore., the fund's trustees put out the word and soon more than 200 applications from Oregon and Washington piled into the fund office. The list of applicants was winnowed to 30 on the basis of driving record, attitude and mechanical ability.

Even as the student selection was underway, a joint training committee was set up and seven instructors from various Teamster local unions were acquired, including: Charles Hart, chief inspector, of Local 58; Joel Crouch, Ken Peik, Vic Phillips, Jim Van Damm and Ron Yingling, all of Local 162, and Bill Pauley of Local 58.

The student study course totaled 200 hours of instruction over a 5-week period with both classroom and driving education. The equipment they worked with included water trucks, belly dumps, regular dumps and dumps with pup trailers, both diesel and gas-powered.

The Oregon Highway Department was kind enough to provide a quarry to load at as well as a dumping site. Throughout the training period, Oregon state police were on hand occasionally to provide instruction on highway rules.

Following graduation, the students were assigned to work on a construction site with the requisite that they work 500 apprentice hours at 80 per cent of wage scale, and the next 500 hours at 90 per cent—in other words, about six months.

Meanwhile, the Teamster instructors are following the students' construction careers by way of evaluating the program.

● Car Ballot

A majority of a dozen salesmen employed by Knobloch Olds Toyota in Erie, Pa., recently voted for representation by Teamster Local 397 in a ballot conducted by the National Labor Relations Board, according to Casimir Dombrowski, secretary-treasurer of the local union.

● In Pennsylvania

Refuse drivers and landfill machine operators employed by Chambers Development Co., Inc., of Monroeville, Pa., voted unanimously for representation by Teamster Local 609 of Pittsburgh, Pa., in a recent National Labor Relations Board election, according to Elbert Kennedy, secretary-treasurer of the local union.

● In Minnesota

Truck drivers employed by F & A Cheese Co., of Bertha, Minn., voted for representation by Teamster Local 471 of Minneapolis, Minn., in a recent National Labor Relations Board election, according to Robert Moran, secretary-treasurer of the local union.

LEGISLATIVE REPORT

For 1976

Congress Considers a Tax Package Deal

THE FALLOUT from President Ford's latest tax proposals has precipitated another seesaw battle with Congress over what's best for the American people.

This time the issue is whether to approve a tax plan that would put $11 billion in additional tax reductions into effect in January of 1976 and make permanent the $17 billion of anti-recession tax cuts enacted last March, along with a Presidentially-imposed spending ceiling for the 1977 federal budget of $395 billion, a $28 billion reduction from current projections.

Congress's recourse is to pass a tax reduction bill without a ceiling and risk an almost-guaranteed veto by the Chief Executive.

What was supposed to be a nonpartisan, apolitical, issue quickly caused a brouhaha of major proportions. House Ways and Means Chairman Al Ullman (D.-Ore.) quickly termed the tandem proposal "preposterous." House speaker Carl Albert told reporters that imposing a spending ceiling without seeing a budget "is like tying infinity to zero—you get nothing."

Republican leaders in Congress termed the President's move "brilliant" because it puts the burden for tax reform squarely on Congress's shoulders, and gives Ford a legitimate out should he veto any tax measure that comes across his desk without promised budget restraints.

The major controversy isn't about the necessity for maintaining reduced taxes. Congress and the President agree that this is necessary to shore up the economy and decrease unemployment. (Besides, 1976 is an election year.)

The major worry is where the $28 billion in budget cuts will come. Republican leaders in Congress listed future anticipated increases in Medicare, Medicaid, food stamps and categorical grants in aids possible areas for reduction in spending growth, after meeting with President Ford.

Rep. Robert H. Michel (R.-Ill.) told reporters after a White House meeting: "The President said if he has to veto 100 bills to hold down spending, he'll do it."

Ullman, in a televised interview, retorted that while Congress shares the President's desire to cut federal spending, it wants to reduce defense, space and foreign aid proposals, while "the President would rather cut in the people programs, such as health and education."

Under the President's proposals, a typical family of four earning a total of $14,000 a year would get a permanent tax cut of $412 a year—a 27 per cent reduction (from 1972-1974 tax levels, not this year's).

Administration advisor Alan Greenspan said that the maximum savings under the new proposal would go to families earning about $25,000 a year.

The tables issued by the White House showed that a family of four earning $5,000 a year would get no reduction at all from current tax rates under the President's proposals, althrough it would have a reduction of $98 compared to the 1972-74 period tax rates.

A family of four earning $50,000 a year, the highest income the tables go to, would receive a $390 reduction from current taxes, equivalent to a $510 reduction from the 1974 rate.

The legislation would also offer a two per cent reduction in corporate tax rates for business, reducing the present 48 per cent maximum to 46 per cent. Increased investment tax credits contained in the temporary tax measure passed last March would also be made permanent.

The President has good reason for suggesting tax reform in the manner he chose. His administration is seeking changes in the tax law that would make it more attractive to invest capital in business. To give a tax break to business while taking one away from individuals would be a difficult if not impossible task in the view of many familiar with the way Congress functions. The current situation leaves his options open.

Congress, as on the energy issue, is now formulating its own counter-proposals. It had a tax package almost ready when the President dropped his budget-related tax bombshell. The House Ways and Means Committee was forced into the bombshelter until it could regroup its forces and ready a counterattack.

For the next couple of months, it will be nip-and-tuck whether taxpayers pay higher taxes or take more money home. Whatever decisions are made won't show up on tax returns until April of 1977, but the effects will hit checks come January 1, if legislation can be enacted by then.

Traffic Safety Costs Total $4 Billion

Nearly $4 billion was spent last year in major traffic safety programs to reduce accidents, deaths and injuries, according to the National Highway Traffic Safety Administration.

Findings of a federal study, meanwhile, were that state, local and national highway safety program efforts matched or exceeded the growth in drivers, vehicles, miles of roadway and motor vehicle travel. Combined, they waged a fight to reduce the annual traffic toll of 50,000 deaths and four million injuries.

Officials noted that an increasing number of jurisdictions are taking new measures to combat the drunk driver. Most courts combine rehabilitation with traditional fines and license revocation actions.

In addition, more than 70 million registered vehicles were inspected for defects last year—an increase of 33 per cent over 1969.

LEGISLATIVE REPORT

Unpopular Study

North Carolina Advised To Discard Anti-Unionism

A PROFESSOR, commissioned by North Carolina to study the earnings of its citizens, has advised that the state change its traditional anti-union attitude.

North Carolina has long been a so-called "right to work" state.

The recommendation by Prof. Emil Malizia of the University of North Carolina was immediately unpopular with the state's ruling barons.

Prof. Malizia based his recommendation on the fact that workers in North Carolina average $21 a week less in wages than those engaged in similar jobs in other states.

He also discovered that profits of many North Carolina industries are higher than similar industries in other states.

Malizia's findings were submitted to the North Carolina Office of State Planning which is charged with drafting a new state growth policy program.

Resistance to the implications of the bald facts exposed by the professor indicated his recommendation of changing the state's anti-labor stance would never appear in the final growth policy statement.

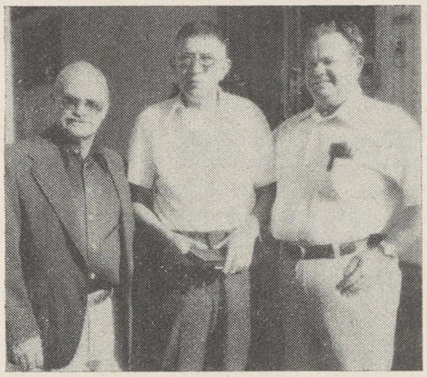
Lynn Muchmore, director of the Office of State Planning, was quoted: "There's not likely to arise any policy recommendation favoring unionization (as a result of the Malizia study)."

Apparently Muchmore has some other ace card in the hole that will move North Carolina out of its last-place ranking among the states in terms of average hourly industrial wages.

Lurking around the edges of the project at all times is North Carolina Sen. Jesse Helms, rapidly adding heft to his reputation as a union-hater.

Helms spends more time indiscriminantly dunning the American public for donations to the National Right to Work Committee than he does handling his work in Congress.

Pension Rescue



Harry Morgan (center), a member of Teamster Local 137 in Marysville, Calif., is shown after receiving a retroactive pension check of $12,519 following the efforts of Wally Holmes, Local 137 business agent, who found an error in the records and saw to the correction in Morgan's favor. Shown with Morgan are Frank Wood, Sr., (left) and Mack C. Cummins, Local 137 secretary-treasurer and president respectively.

Stripe Fight

Decoding Grocery Prices Is Subject of Measure

LEGISLATION requiring packaged groceries to show their prices clearly regardless of the computer stripes has been introduced in Congress.

The bill submitted by Rep. George Danielson of California is in response to consumer groups seeking to dispel the mystery of the vertical stripes and numerical symbols on cans and packages offered for sale in chain supermarkets.

The marks represent the new food chain system of price tagging called "Universal Product Code" (UPC). The code permits a checkout computer to interpret the prices of goods purchased. (An article on the UPC was published in the February, 1975, issue of *The International Teamster.*)

Several states already are considering legislation similar to Danielson's proposed bill. All the measures seek to decipher the UPC and in most instances would require individual prices to be put back on each item for sale on the grocery shelf.

It is estimated that the computerized lines and numbers of UPC now appear on some 60 per cent of all grocery items sold and will increase to 80 per cent or more by 1980. The situation lends credence to the idea that the system, now supposedly in its experimental stages, will be nationwide in five years. In fact, the supermarket industry—which commissioned development of UPC—already has declared its hope of having the system operating nationally by 1980.

Many chains that have begun adopting UPC on a spot basis have retained shelf pricing while dropping individual-item price markings. Yet, shoppers remain confused as they often wonder whether the shelf price refers to the item located above or below the tag.

The point of UPC, of course, is to save payroll costs for the chains. Food experts believe the reduction in man-hours at supermarket work might approach 30 per cent in the long run.

So far, there has been no appreciable reduction in prices where the pilot markets are using UPC and therefore presumably saving money "for the consumer" as claimed.

New Secretary

Lloyd McKim, business agent of Teamster Local 580 in Lansing, Mich., retired recently after 29 years of service as organizer, secretary-treasurer and business agent, but the local is still in good hands. Here, Lloyd (right) is shown with his successor as business agent and secretary-treasurer, his wife, Nellie McKim.

As of Oct. 28

Billing Act Now Protects Women And Consumers in Credit Dealings

PROVISIONS OF the Equal Credit Opportunity Act passed by Congress last year became effective October 28, bringing credit billing and women's credit applications under the law's control for the first time.

The final Federal Reserve Board regulations require stores and credit card firms to acknowledge billing disputes within 30 days after you submit a written notice of an error in your bill. Disputes must be settled within 90 days. You have 60 days from the date the bill was mailed to notify the company of a discrepancy.

During that period, you don't have to pay the amount in dispute or any finance charges on it. The store by law cannot close out your account, report you as delinquent to other creditors, or threaten you with such retaliation.

If the creditor breaks these rules, you don't have to pay the amount in question—up to a limit of $50. It's considered an error if a finance charge is imposed for late payment of a bill that was sent to your previous address—if you notified the firm of your change of address 10 days before the end of your billing period.

Other provisions that affect your buying power:

- Billing disputes. A credit-card company can no longer require you to pay for a product that turns out to be faulty, if the seller refused to repair or replace the item.

Generally, this rule applies only to purchases of $50 or more that were made within 100 miles of your home or in your own state.

In some cases, this distance-value requirement does not apply: If, for instance, the store itself issued the credit card or is a franchised dealer in the issuer's products or services; or if you bought the merchandise as the result of an ad sent through the mail offering you the chance to pay by credit card.

- Finance charges. When you have a specified time in which to pay your bill before a finance charge is levied, the bill must be put in the mail at least 14 days before the end of the "free ride" period.

- Discounts for cash. Retailers will be permitted to offer discounts—up to five per cent—to customers who pay cash. Business agreements barring cash discounts are banned by the rules.

Sometime in your first billing period after October 28, you'll receive a form from your creditors spelling out your rights.

The legislation regarding women is considered a compromise between creditors and women's groups. Under the new regulations, the questions creditors can ask applicants are limited. The bill bans denial of credit because of an applicant's sex or marital status. It applies equally to men and women.

The regulations in most cases will prohibit banks, credit card companies, department stores, gasoline companies and anyone who offers installment credit or loans from asking if an applicant is married or single.

"The purpose of the legislation is quite simple," said Jeffrey Bucher, the FED governor responsible for the new regulations. "It directs creditors to judge an applicant on his or her own merits, without regard to sex or marital status. Notice that I said his or her. This is not legislation for women only."

One compromise provision in the regulations requires creditors to explain the reasons for denying credit to an applicant who requests such an explanation. The explanation doesn't have to be in writing.

The final regulations also conceded partially to women's complaints of credit inequity by stating that creditors cannot:

- Use sex or marital status as a factor in the "scoring" systems which determine the most creditworthy applicants.
- Ask about an individual's or couple's birth control practices or childbearing plans, nor can they assume from a woman's age that she may quit her job to have a baby.
- Disallow earnings from a part-time job when they are assessing an applicant's ability to repay a loan.

On the other hand, a creditor can consider the probable continuity of an applicant's job and can ask and consider the part which child support or alimony play in an applicant's income or expenses.

The Federal Reserve Board partially yielded to the demands of business women by placing business loans under many of the provisions of the act. Applicants for business loans, however, are not entitled to an explanation if the application is denied.

People victimized by sex or marital discrimination can sue for actual damages plus fines of up to $10,000. Victims who band together in class actions can obtain penalties of up to the lesser of $100,000 or one per cent of the creditor's net worth.

The new provisions may become just another bureaucratic quagmire of red tape. If carefully enforced, however, they could help ensure equitable credit treatment for women, and greater protections against deceptive business practices for consumers in general.

Strikebreaker Law Signed In California

California Gov. Edmund Brown, Jr., recently signed into law a bill making it illegal for an employer to utilize a professional strikebreaker or for such an individual to offer his services where a strike or lockout is in progress.

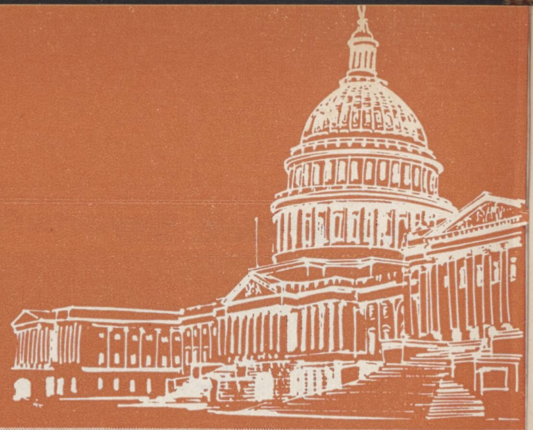
The new law will go into effect in January, 1976.

The governor also signed a bill limiting a court's authority in issuing temporary restraining orders and injunctions to jurisdictional strikes and where otherwise illegal activities are in progress. Also, the law states that after next January 1st, records of arrest which do not result in conviction no longer will be a deterrent to job applicants and employers will be prohibited from requesting such information.

Another bill sponsored by California Teamsters and signed into law by Gov. Brown establishes prevailing wages for personnel, in addition to drivers, employed by commercial movers operating under state-awarded contracts in excess of $2,500.

Yet another measure signed into law will increase maximum benefits for unemployment insurance claims filed after next January 1st to $104 weekly, with minimum benefits going to $30.

Legislation, Politics, Government



• SENATOR ANGERS HIS PARTY

Arch conservative Senator William Scott of Virginia recently angered Republican Party bigwigs. Scott said he was "not at all sure" he could support President Ford for reelection. To make certain he did not miss irritating anyone in the GOP, Scott added that he might support Ronald Reagan—who likes to affect a moderate pose—because a Reagan administration would be more conservative than Ford's.

• AUTO STICKERS APPEAR

When Congress failed to override President Ford's 36th veto recently, auto bumper stickers began appearing around Capitol Hill. They read: "If Con Is the Opposite of Pro, What Is the Opposite of Progress?"

• LAWLESSNESS AT HEW

One of the first things David Mathews said as the new Secretary of Health, Education and Welfare was that he was refusing to enforce a law. Mathews told Congress he would not reduce federal Medicaid assistance to states that do not adequately control their nursing homes and other medical care. The law mandates the Secretary to do so.

• PUBLIC UTILITIES ACCUSED

The House Subcommittee on Oversight and Investigations says that many public utilities have used the automatic fuel adjustment clause to overcharge customers by millions of dollars. The subcommittee has been investigating the controversial clause, concludes that it should be abolished.

• CLEANING UP CONVENTION SITE

New York City police plan a crackdown on undesirable elements in the area of Madison Square Garden where the Democrats will hold their convention next summer. City officials already are drafting a special law to make loitering illegal.

• SPRAY PROPELLANT DANGER

Recent evidence supports earlier fears by scientists that the use of aerosol spray propellants endangers the earth's ozone level. That's what Warren R. Muir, co-chairman of a task force on the problem, told a Senate panel recently.

• WORKERS' COMPENSATION

Lobbyists for big business and big insurance are gearing up for a fight against a proposed workers' compensation bill. The measure soon will undergo hearings before the Senate Labor Committee. The bill would set the first national standards for state-paid benefits for workers killed or injured on the job.

• MAIL REGISTRATION

New York Gov. Hugh Carey signed into law a labor-supported bill allowing the state's citizens to register to vote by mail effective next December 1st. New York residents will be able to get official mail registration cards at convenient neighborhood locations.

For Your Information

Dart Bulls-eye

Dart-throwing in the United States is gaining in popularity; sales by the major dart game manufacturer this June matched the total for all of 1974.

California is the biggest dart center. There are now more than 3,000 dart throwers playing on 320 different teams in the Southern California Darting Assn. In 1970, the organization had 500 members on 70 teams.

Teams and leagues reportedly are forming in a number of major cities.

Since the character of Tarzan was created in an Edgar Rice Burroughs pulp magazine story 63 years ago, some 15 actors have portrayed Tarzan in 40 movies, six movie serials, 52 television episodes and hundreds of radio broadcasts.

Tax Deductions

Taxpayers are reminded they would do well to not overlook deductions for expenses connected with volunteer work.

Certain out-of-pocket costs may qualify as expenditures "for the use of" a charitable group. A recent tax court case involved a youth active in the Civil Air Patrol.

The young man attended weekly squadron meetings and occasional conferences besides taking part in training exercises and search missions. He deducted $1,460 in expenses of which the court allowed $788.

Fabric Sales

Another good indication of depression is the boom in fabric sales as housewives return to the sewing machines to bolster their sagging household budgets.

Some fabric companies report sales increases as high as 25 per cent, although consumers are buying the less expensive materials.

But housewives are not buying many new sewing machines, somehow managing to make do with the old equipment.

It was August 23, 1640, when Massachusetts enacted the New World's first minimum wage—one shilling per day. It was America's first labor law.

Natural Gas Facts

Natural gas accounts for almost one-third of the total energy used in the United States annually as well as about one-half of the non-transportation use —or an amount twice that supplied by either oil or coal.

Federal statistics show that natural gas is used by more than 40 million homes, 3.4 million commercial establishments, and more than 200,000 industrial plants. Homes account for an estimated 24.5 per cent of the total consumption.

Big City Housing

One of New York City's finance problems is that housing accounts for 47 per cent of the property tax revenues of the city with rental apartments paying 31 per cent.

The point is that apartment buildings are being abandoned by the hundreds in New York City. The best estimates are that 35,000 units have been abandoned annually in recent years. The number is expected to reach 50,000 units in 1976.

Another factor in New York City's money mess is that about 25 per cent of all taxable apartment buildings show delinquent tax payments.

Condominium Boom

The boom in high-rise condominium apartments has been underway since about 1970, but abuses in costs and construction have prompted Congress to start probing the industry.

The number of condominium units in the United States was about 85,000 in 1970. The total today is estimated at 1,250,000 with 250,000 still unsold.

About half the existing condominiums are located in three states—Florida, California and New York.

Self-Service Pumps

Self-service systems at gasoline stations are making a comeback now that petroleum supplies are more plentiful.

Of 203,700 service stations in the United States, about 33,600—or 16.5 per cent—are partially or wholly self-service. The total is almost double that of a year ago. Self-service stations are not legal in some states, mainly for safety reasons.

One reason for the self-service boom is illustrated by the recent action of Mobil Oil Corporation. On a given day, it ordered select dealers to alter their pump systems and put up "self service" signs. The goal was to sell more gasoline and the lure was two cents off each gallon.

● Better Car Mileage

The Environmental Protection Agency (EPA) says car buyers can look forward to better gasoline mileage on the new 1976 models produced by American manufacturers.

Industrywide, EPA said, the 1976 cars tested in the laboratory averaged a theoretical 17.6 miles per gallon in simulated city-plus-highway driving. The gain was about 12.8 per cent better than the cars made in 1975 and 26.6 per cent better than the 1974 models.

Most of the gas mileage increase was built into the smaller cars with the most economical '76 models turning in an average of 33 miles per gallon.

EPA said American-made economy cars are now drawing abreast of foreign imports in terms of mileage.

● Profit Solution

American auto manufacturers, faced with the prospect of lower income from the production of smaller autos, have found a solution to their problem.

They are jacking up the price of replacement parts on the smaller cars. For example, from February, 1974, to February, 1975, the price of a front hood for a 1974 Vega went up 63 per cent. During the same period the hood on a 1974 Cadillac Eldorado went up only four per cent.

General Motors is not the only company guilty of this practice. Moral of the story: If you buy a small car made in the United States, try to avoid replacing major body parts.

Last year, nearly 3,000 tons of worn-out United States money was chopped and crushed to a pulp for use as a lubricant in oil well drilling.

● Teenage Drug Use

Drug experimentation among American teenagers is soaring as well as beginning at an earlier age, according to the National Institute on Drug Abuse (NIDA).

NIDA spokesmen said recently that marijuana use among 14 and 15-year-olds has more than doubled between 1972 and 1974. Marijuana use among older teenagers also increased in that period.

Research has shown that use figures for drugs, tobacco and alcohol among young people have basically the same pattern.

● Elephant Slaughter

Experts predict that if the current rate of elephant slaughter continues in Africa, the huge beasts may face extinction within a decade or two.

Ivory exports from Kenya for 1973 represented the killing of an estimated 45,000 elephants. Much of the elephant slaughter occurs in other African countries south of the Sahara desert as well.

Kenya's ivory exports in 1970 amounted to 97,000 pounds. In 1973, the ivory export totaled 900,000 pounds.

Of the 120,000 elephants now believed to be roaming in Kenya, about 20,000 are being killed off annually. Elephants reproduce only about once every four years and therefore could soon disappear.

● File Disclosure

The Privacy Act of 1974 has now gone into effect and requires federal agencies to disclose their record systems to help citizens find out if their names are listed.

The new law also permits a citizen to learn who has been looking at any particular government file in which he has been listed. Furthermore, the law requires that the citizen be given a chance to correct any erroneous data about him that is on file.

As summer came to an end, some 79 federal agencies already had announced the names of more than 8,000 record systems.

In London, England, the British Post Office announced it was presenting a medal to a woman postal worker in honor of her 48 years' service. The medal got lost in the mail.

● Junk Foods

A consumer organization has launched a nationwide campaign to get "junk foods" out of school vending machines.

The citizens' campaign was started by the Center for Science in the Public Interest. According to the non-profit organization, about 80 per cent of the $5.5 billion spent on vended food in 1974 was for items low in vitamins, minerals and protein, and high in sugar and fat.

Calling vending machines a major contributor to the over-consumption of "junk food," the group said such machines are frequently located in school cafeterias where they compete with the lunch program for the students' appetites.

School boards in three cities already have acted to outlaw sugar-loaded foods or require vendors to include some nutritious foods in machines placed in the schools.

● Women Workers

The growth in the number of women workers has far exceeded the growth in the U.S. female population in the past 50 years, according to the Department of Health, Education and Welfare.

HEW records show that in 1920 there were about 8.2 million women in the labor force, comprising 23 per cent of the women of working age and 20 per cent of the total workforce.

By 1947, the number of women workers had doubled and the labor force participation rate of women had risen to 32 per cent.

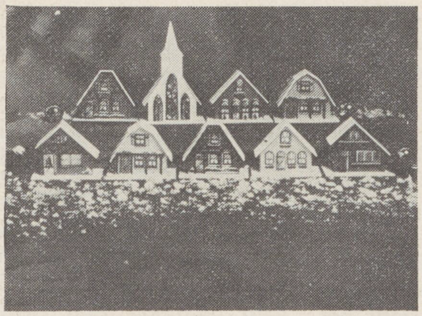
By 1974, the number of women workers had more than quadrupled, women's labor force participation had risen to 46 per cent, and women workers represented 38 per cent of the total workforce.

WHAT'S NEW

More Bounce to Ounce

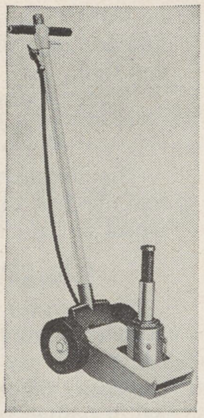
The mini-trampoline below the lady is called a "Skip-Jogger". It is recommended as a substitute for jogging to lose weight, firm up muscles or tone up heart muscles. It can be done in the privacy of a home or office. Instead of wasting time jogging down a street, you can "jog" here even while talking on the phone, or during a coffee break. At the beach it can act as a springboard for gymnastic activities; at the pool can be used as a diving board. You can turn it on its side and it's a baseball or tennis pitchback. It weighs less than 10 pounds and sits 6 to 8 inches off the floor. It comes in 37-, 43- and 50-inch diameters. If you weigh more than 250 pounds, you aren't recommended.

Colorful Christmas Decor



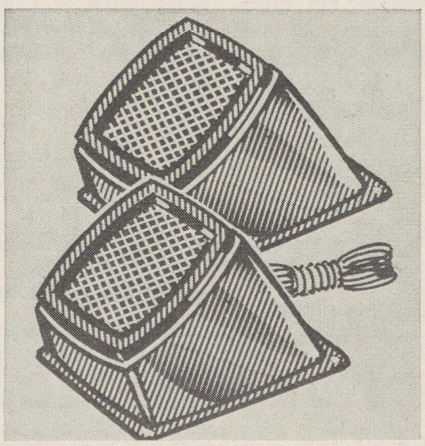
This Alpine village Christmas display consists of nine colorful cottages and one cathedral made of high impact plastic which can be used under a tree, on the mantel, or wherever the holiday season would be best served. The houses and cathedral are lighted by a 10-bulb light set, which is included with the authentic Bavarian-styled display.

Mighty Powerful Jack



The air-hydraulic jack shown alongside in the wheel dolly has a 20-ton capacity but operates on a 90 to 180 pounds-per-square-inch air pressure; even from a CO_2 container in emergencies. It will go from 9 to 19¾ inches with an adjustable screw extension. The jack can be bought either with or without the dolly.

Small Stereo Speakers

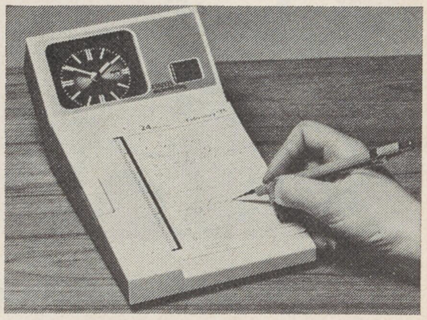


These small speakers (4″ wide x 4″ high x 4¼″ deep) mount where larger speakers won't. They have a powerful 10-watt output for great stereo reproduction. Black leather grained housing and 8-ohm impedance with chrome trim and screened grilles. Can mount in kick panels.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

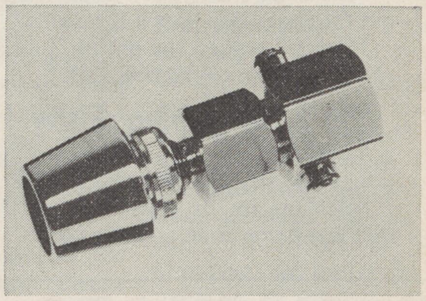
A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Never-Fail Reminder



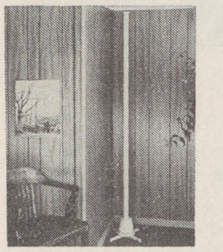
The "electronic diary" pictured is super-human in that it never forgets an appointment. It can be set once a day for all the times that must be remembered that day, such as appointments, phone calls, meetings, medication, etc. The "diary" will then buzz at each time marked. More times can be added any time during the day.

Water-Saving Shower



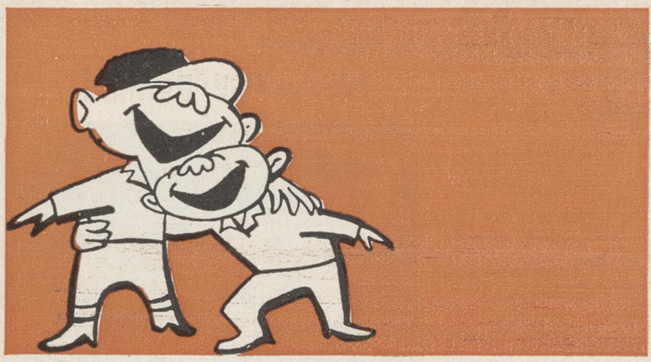
The shower head illustrated is designed to save water and fuel for hot water by maintaining a forceful spray while showering but using about 60 percent less water. The shower head also has a shut-off which can be used while soaping up without the bother of re-mixing hot and cold water each time, as with regular shower heads. It is easily installed without special tools.

Warming Up A Floor



The "Thermo-Cycler" acts like a heat siphon to recover heated air from up near the ceiling and re-distribute it near the normally cooler floor. Powered by a whisper-quiet 10-watt electric motor and fan, it will take care of an average sized (300 square foot) room, according to the manufacturer.

LAUGH LOAD



Now, Collect Yourself!

Sometimes "pass-the-hat" collections on the job are necessary, but most shouldn't even get started. The worst example was an instance when a young man started taking up a collection and, when asked what it was for, replied: "It's for the new girl who starts next week . . . she's getting married tomorrow!"

Open-and-Shut Case

Watching the barber at work, the customer said: "You're not cutting it right. I don't want to part it; just let it fall naturally."

"It will go either way," replied the barber, combing out the part. "See how it is now!"

"Great!" replied the patron, looking in the mirror. "Now I have a convertible top!"

Something Fishy Here!

"You rang up that salmon wrong," said the shopper to the supermarket checker. "It was 78¢ a can!"

"Yes ma'am, it was," replied the checker. "But that was better than an hour ago!"

Out of the Ordinary?

Every time a new boy appeared to take out his daughter, the father saw another one with long, frizzy, stringy or greasy hair, wearing ill-fitting, faded, patched jeans and tousled shirts without ties. One night a boy showed up with hair neatly cut. He had on a well-tailored suit. His shoes were shined and he wore a coordinated shirt and tie. As the daughter and her date departed, the father turned to his wife and said:

"That's a strange kind of boy!"

A Real Wheeler-Dealer!

The dispatcher at our warehouse works so little that he has to strap his self-winding watch to the wheel of his car on his way home to keep it ticking.

Quick Way to Go Broke(r)

The investor called his broker to get market advice.

"There are those," replied the bucket-shop operator, "who say the market has bottomed out. Yet there are others, equally well-informed, who say it will go much farther down. Still others, also experts, declare the market is now bullish and on its way up. Now you ask my advice, and this is it: I fully agree!"

Take It or Leaf It

It is sometimes difficult to tell one tree from another, but the dogwood is easily recognizable. It has a very distinctive bark.

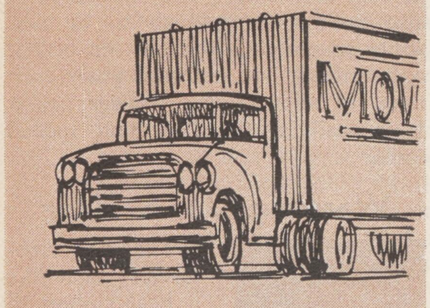
Time to Keep Time

As his teen-age daughter was readying to leave on a date, the father said: "I want you home by 11 o'clock."

"But Daddy," she protested, "I'm no child!"

"I know it!" replied Pop, "And that's exactly why I want you home by eleven!"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME ....

NEW ADDRESS ....

....

City State Zip Code

OLD ADDRESS ....

....

City State Zip Code

LOCAL UNION NO. ....

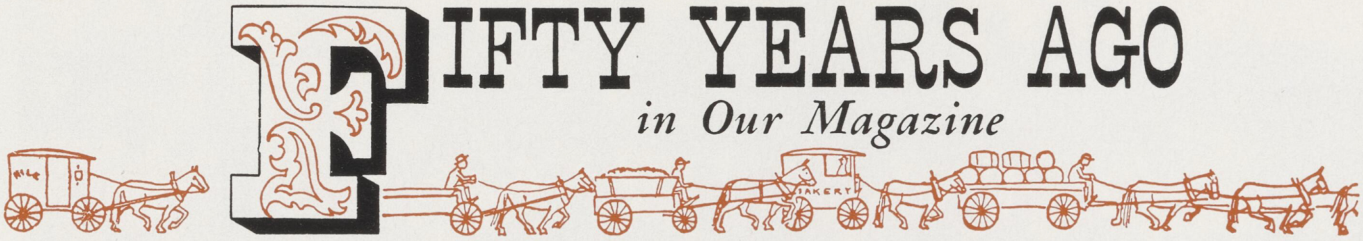
LEDGER NO. ....

(If unknown—check with Local Union)

NAME OF EMPLOYER ....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO
in Our Magazine



Vol. XXII *(From the November 1925 issue of the TEAMSTER)* **Number 11**

A. F. of L. Chief Pledges Faith In Trade Unionism

Atlantic City.—Adherence to trade union fundamentals was pledged by William Green in presiding over the first convention as president of the A. F. of L.

While the new executive declaration is in conformity with his life-long efforts in behalf of the wage earners, delegates applauded the emphatic affirmation of trade union faith. He was roundly cheered at other portions of his opening address, especially these declarations:

That trade unionism is a growth rather than a series of upheavals; that labor has just begun to fight for the child labor amendment and that the injunction in strike times is a perversion of government.

"It is our purpose," he said, "to mobilize the economic strength of the workers in every city, town and village of the American continent. We realize that the salvation of the workers lies first in organization. That is a primary necessity, for only with the mobilization of the economic strength of the workers can we reach out and wring from hostile and reluctant employers that degree of social and industrial justice to which every working man and woman is entitled."

He again brought the convention to its feet when he declared for a policy as flexible as trade union traditions may permit."

"When it is necessary for us to be rigid and immovable," he said, "there we will stand like the rock of Gibraltar. When it is necessary for us to adjust ourselves to policies and conditions, we with our judgment and wisdom will gladly do so.

"Our purpose will be that of doing right by those who will do right by us, by negotiating with friendly employers, by co-operating with all the forces that make for the good of human kind, with the purpose, as we develop our economic strength, to attack vigorously, and assault with all the power we possess, the citadel of privilege until we establish firmly within the economic, social and industrial life of our nation this great organized labor movement we love."

In discussing abuses of the injunction, President Green said:

"If we have the right to exist in America, then we demand that the courts allow us to be free in the exercise of that right. What we complain of is the abuse of government. We claim the right to criticize the usurpation of power by any institution created under our form of government."

The late President Gompers was referred to as "a great leader and crusader whose foresight and vision are not yet fully appreciated." "I can not help but think," said President Green, "that even though he is not here in person, his spirit is with us, and I believe I represent the sentiments of the overwhelming majority of trade unionists that we prefer the philosophy of Samuel Gompers, we prefer the trade unionism he preached, we prefer the doctrine he propounded, rather than the vague theories that are offered therefor."

Uncle Sam's Low Wage Causes Many to Resign

Washington.—The low salary paid by the government is forcing scientists into private employment, said Luther C. Steward, president of the National Federation of Federal Employes.

"Unless the government can meet the salaries offered by private industry so that these scientists may continue their expert activities, much of the good from government laboratories will never see the light of day," said Mr. Steward.

The trade union executive denied statements that there are from 150,000 to 200,000 superfluous employes on the government pay roll in Washington. He quoted figures of the civil service commission to show that on April 30 there were slightly in excess of 65,000 employes of the government in Washington, while in the entire country and our insular possessions there were less than 450,000 employes, a reduction of approximately 500,000 from the war peak five years ago.

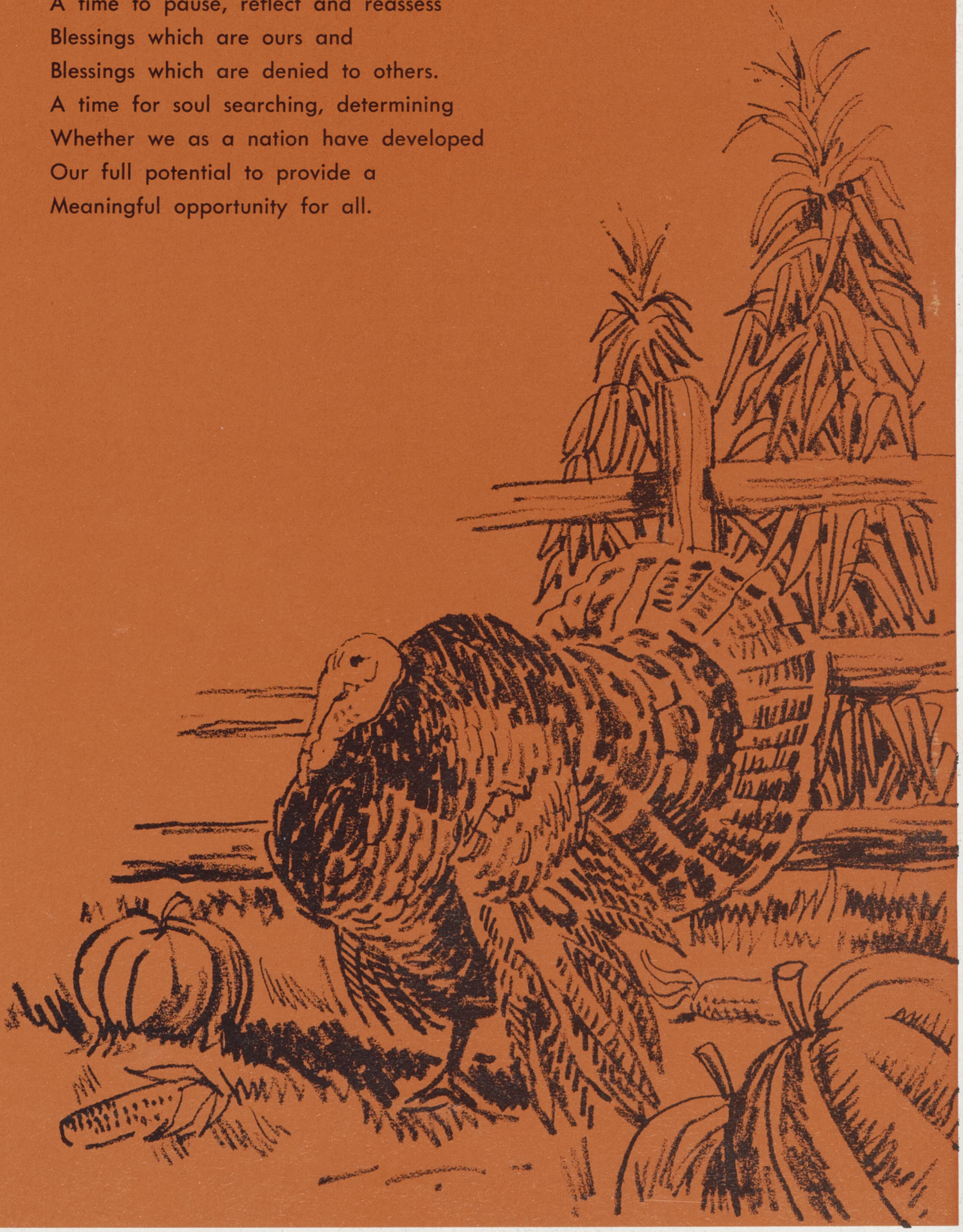
According to Mr. Steward, the average salary of government workers is $125 a month.

Our Responsibility . . .

Labor is not only in sympathy with, but will support all movements for the conservation and betterment of humanity. In fact, a compelling sense of responsibility for human conservation and the desire to protect individual interests are among the causes for organization among the workers. In labor's economic platform are demands for a shorter working day and a living wage—two conditions absolutely essential to physical well-being. Organized labor insists upon safety, sanitation, compulsory education and many practical educational developments and advantages which aid the individual to reach the fullest development. We would have the children develop sound bodies and strong, healthy minds, would fit them for productive living and would enable them to do the best work of which they are capable and then assure to them a just compensation.

THANKSGIVING 1975

A time to pause, reflect and reassess
Blessings which are ours and
Blessings which are denied to others.
A time for soul searching, determining
Whether we as a nation have developed
Our full potential to provide a
Meaningful opportunity for all.



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE DECEMBER 1975

NORTH
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MEXICO
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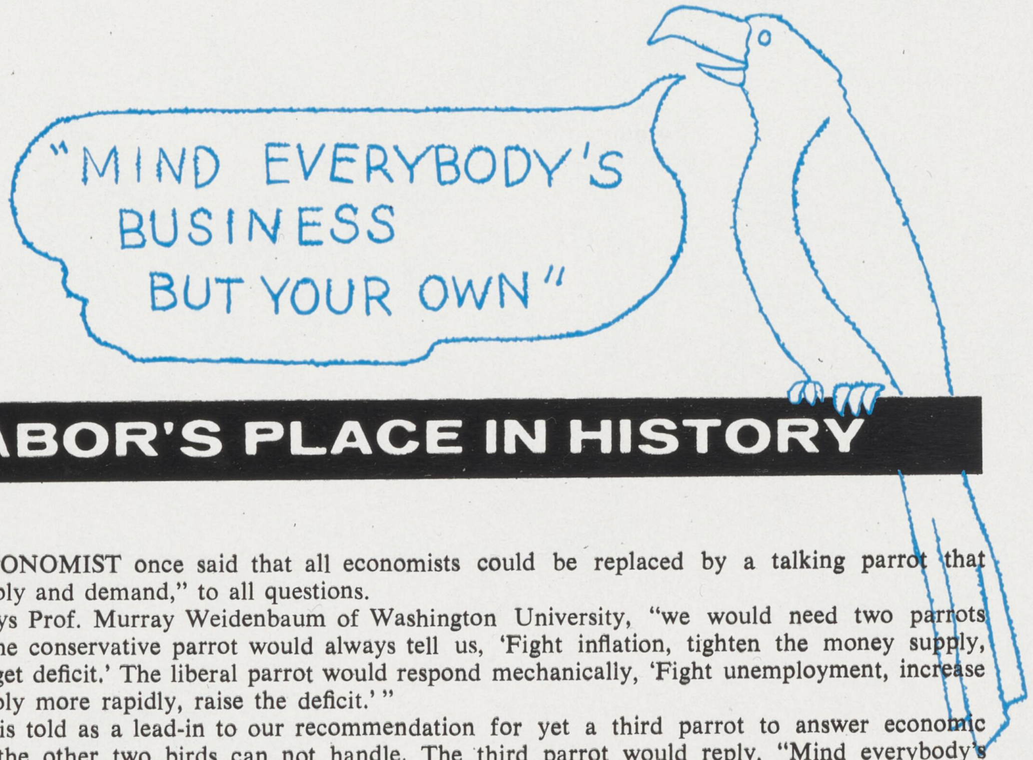
"MIND EVERYBODY'S BUSINESS BUT YOUR OWN"

LABOR'S PLACE IN HISTORY

A NOTED ECONOMIST once said that all economists could be replaced by a talking parrot that answered, "supply and demand," to all questions.

"Now," says Prof. Murray Weidenbaum of Washington University, "we would need two parrots for the task: The conservative parrot would always tell us, 'Fight inflation, tighten the money supply, reduce the budget deficit.' The liberal parrot would respond mechanically, 'Fight unemployment, increase the money supply more rapidly, raise the deficit.' "

The story is told as a lead-in to our recommendation for yet a third parrot to answer economic questions that the other two birds can not handle. The third parrot would reply, "Mind everybody's business but your own." For kicks, you could name that parrot in honor of Arthur F. Burns, chairman of the Federal Reserve Board, and pay him off in cracker crumbs.

The real Arthur F. Burns is still alive and kicking even if his economic policies continue to flounder and cause more damage than repair to our national problem. Burns' ineffectiveness may be due to the fact that he runs about offering solutions for everything except his own area of responsibility—monetary policy.

Just a few weeks ago, Burns popped in at the University of Georgia. The subject of his talk was, "The Real Issues of Inflation and Unemployment."

Long known as a conservative economist, Burns' only contribution to knowledge in Georgia was to wring his hands while declaring that America's economic ailments are a new breed that cannot be solved by remedies of the past.

Burns said the American economy is now saddled with a fundamental contradiction. He said inflation and unemployment are basically structural problems that cannot be solved by overall fiscal and monetary policy. Nevertheless, said Burns, the Federal Reserve Board and the Ford Administration should use restrictive fiscal and monetary policies to stop inflation rather than using stimulative policies to end unemployment.

Then, as though he had just discovered what organized labor has been yelling about, Burns admitted that conventional economic thinking is out-of-date. He added, "We must now seek ways of bringing unemployment down without becoming engulfed by a new round of inflation."

What Burns was doing was committing himself to what economists call a monetarist solution. And while he talked about practically every economic policy under the sun—from wage and price controls to tax benefits for business, etc.—he had virtually nothing to say about monetary policy, the area for which he is responsible.

At one point in his Georgia speech, Burns seemed to be growing into the job. He said, "If we are to have any chance of ridding our economy of its inflationary bias, we must at least be willing to reopen our economic minds." That's a good place for the Federal Reserve Board leadership to start.

Part of Burns' speech seemed devoted to breaking the Federal Reserve Board out of the box into which he has led it. One of the solutions to which he still clings, however, is an "incomes policy" to restrain wages and prices in a manner just short of mandatory controls. That solution, of course, has already been through a pilot test that proved great for business but lousy for wage earners.

Burns has made a concession of late. He now favors making the government an "employer of last resort" willing to hire anyone who cannot find a "regular job." But he would pay such workers less than the minimum wage while financing the program by cutting back on unemployment compensation!

Well—how poor can you make people?

Labor News in the Headlines

WASHINGTON, D.C. The number of women in the civilian labor force has nearly doubled since 1950, according to the Labor Department. Women workers numbered nearly 36 million at the end of 1974. At the same time, unemployment rates for women are generally higher than for men.

HONOLULU, HAWAII In a recent decision, a federal district judge in Honolulu barred jobless benefits for strikers. The judge declared that payment of unemployment benefits to workers "irreconcilably intrudes" into federal labor relations law by taking sides against the employer.

UNDATED Improving the image of older workers is a goal of a new campaign by the National Council on the Aging. The council says its goal is to counter the notion that all old people are frail, sickly and vulnerable. It will dramatize the achievements of older workers.

LATINA, ITALY Reverse strikes are illegal in Italy. A judge rebuffed workers who insisted on reporting for work at a plant even though they had been laid off. The judge stated that Italian workers only have a right to abstain from working—not to show up during layoffs as a protest.

WASHINGTON, D.C. Unemployment touched at least one of every six working Americans last year, according to the Labor Department. A special survey showed that 18.3 million people were without jobs at least once during 1974—nearly 4 million more than in the previous year.

UNDATED A 1-day national walkout proclaimed in late October by NOW, the National Organization for Women, generally fell on its face. NOW had urged all women workers in the United States to strike for a day to show their economic clout. The misfire probably taught NOW leaders that a specific strike needs a more specific reason than general proclamation.

OKLAHOMA CITY, OKLA. The Newspaper Production and Research Center in Oklahoma City is a new development in the newspaper industry. It is a school devoted to teaching daily newspaper management officials how to break pressroom strikes and scab on printers and pressmen.

ST. LOUIS, MO. The National Right to Work Committee, trying to collect ammunition for another anti-union campaign, fell on its face in Missouri recently. RTW's public opinion poll asked, "Should an employee of a company be required to join a union to receive union benefits?" Sixty per cent of those answering voted "yes."

WASHINGTON, D.C. A recent survey found that 77 per cent of all union members own the houses in which they live, considerably higher than the percentage of 64 per cent for all households in the United States.

NEW YORK CITY A federal district judge ruled recently that it is illegal sex discrimination for a company to require male employees to wear short hair while allowing women in the same office to wear their hair any length they choose.

UNDATED Early in the fall, Continental Trailways announced a policy of half-fare for unemployed workers desiring to ride their buses in job hunting from one city to another. Greyhound immediately demanded that the federal government put a stop to the practice, complaining the idea was "radical."

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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'Punish Efficiency,
Reward Failure'**

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FROM THE FIELD

TEAMSTER EDITOR PUBLISHES BOOK

Emery Huntoon, editor of the Oregon Teamster, official publication of Teamster Joint Council 37, recently published a book titled, "Intercept and Board." It is a Coast Guard story.

TEAMSTER MEMBER CREATES CALENDAR

Marcus J. Albrecht, a member of Teamster Local 600 in St. Louis, Mo., and a labor history buff, has created his own bicentennial project: Development of a labor history calendar.

Albrecht's work focused on some of the important but neglected events in the struggle of American working people for freedom and dignity as well as better wages and job conditions.

With some friends he designed the calendar using historical photographs, drawings and posters. Later, Albrecht hired a printer to publish the project.

When not working as a city driver, the Teamster teaches labor courses at a community college and also works on a doctorate at St. Louis University on health care delivery systems.

FLORIDA TEAMSTER IS 'DRIVER-OF-MONTH'

Hymie Sikes, a member of Teamster Local 947 in Jacksonville, Fla., was named "driver of the month" by Professional Driver Services, Inc. Sikes received a plaque and other awards. He is a candidate for "driver of the year" award.

POLICE COMMEND FLORIDA MEMBER

George N. Comeau, a member of Teamster Local 512 in Jacksonville, Fla., received a letter of commendation recently from the Florida Highway Patrol. The Teamster was commended for saving the life of a motorist at considerable risk to himself.

Comeau was confronted by a car coming at him out of control. He managed to maneuver his vehicle in the only direction that could possibly have saved the life of the other motorist whose accident injuries were less severe than they might have been.

A patrol letter to Comeau concluded: "Our goal every day is to reduce traffic fatalities and it's nice to know there are drivers like you on the road who are trying to achieve the same goal."

TEAMSTER RESCUES MAN AT MOTEL FIRE

Francis Walker, a member of Teamster Local 170 in Worcester, Mass., was credited recently with saving the life of a young man sleeping in a burning motel.

Walker, a driver for Quinn Freight Co., was passing on the road when he saw the motel blazing. Fire equipment was already on the way, but Walker did not know it. The Teamster broke into the building and rushed through heavy smoke to find and rescue the son of the motel manager.

MEMBERS BUSY AT RACING SCENE

Two members of separate Teamster local unions in Illinois and Wisconsin often meet at the race track. They are Terry Ryan of Local 371 in Rock Island, Ill., and Frank J. Pinter of Local 200 in Milwaukee, Wis.

Ryan and Pinter are prominent figures in USAC racing circles. Ryan is a stock car driver when not working for Standard Forwarding Co., and won the Michigan 200-mile race last summer.

Pinter is a USAC race official and has worked as official starter in the Milwaukee area since 1962. Pinter is employed by Leaseway of Wisconsin.

OFFICE SECRETARY PUBLISHES NOVEL

Patricia Wallace, secretary to Barry Feinstein, president of Teamster Local 237 in New York City, recently published a novel, "House of Scorpio." The adventure story was printed by Avon Books, a division of the Hearst Corporation.

MEMBER ACTIVE IN COMMUNITY

Carlo Cecchino, a member of Teamster Local 757 in Elmhurst, N.Y., since 1946, is one of the most civic-minded members in his home community of Bergenfield, N.J.

Besides serving as a city councilman, Cecchino also has been active in the fire reserves and has worked as chairman of the parks and public recreation committee.

OAKLAND OFFICER IS 'MAN OF YEAR'

Jimmy Muniz, president of Teamster Local 70 in Oakland, Calif., received the "Man of the Year" award from the Etraud Club of the City of Hope, famous medical center for the research and treatment of catastrophic maladies. The award was given Muniz for his work "in support of the mitigation of suffering among poor or rich, young or old."

DETROIT MEMBER ON EDUCATION BOARD

Robert Reichard, a member of Teamster Local 299 in Detroit, Mich., recently was reelected to the Wayne-Westland board of education. Reichard, a 10-year member of the board, received more votes than any other candidate. A steward with 18 years at Commercial Carriers, Reichard is a long-time member of the union.

OBSERVATIONS OF THE GENERAL PRESIDENT

SEN. ROBERT GRIFFIN has come forward in his winter wardrobe dressed as a friend of workers. While probably the best disguise in Washington, D.C., no amount of costuming will do the trick.

When Sen. Griffin bleeds for workers, he always bleeds with their blood. In any disguise, the forked tongue of this politician is always clearly visible.

His voting record reveals that with almost 100 per cent consistency he opposes measures to help workers. For example:

He is a consistent foe of labor's right to participate in the political process. He votes against increasing social security benefits, and against increasing personal income tax exemptions for individual taxpayers.

He votes *against* appropriation bills to educate children and *for* exempting workers for small employers from protections of the safety and health laws.

In 1971, with the economy badly needing a shot in the arm, he voted against a $5.7 billion public works bill. But, he is an ardent supporter of compulsory arbitration to force contract settlements down the throats of workers.

A hallmark of his career as a politician has been to emasculate and delay increases in the minimum wage law. He is a foe of making it easier for a citizen to register to vote, knowing that workers are at the job site when registration offices are open.

He votes against food stamps for strikers and collective bargaining rights under the National Labor Relations Act for non-profit hospital workers. Consumer champion that he is, he voted against a measure limiting fuel price increases to costs. Last week he voted against situs picketing.

Now, this great friend of the worker wants the U.S. Senate to establish a select committee to investigate unions which have fought for all the things he has voted against.

He says present laws—the National Labor Relations Act, Landrum-Griffin (he was co-author), Taft-Hartley, the Hobbs Act, and the full scope of the U.S. Criminal Code—are not enough. One suspects he will be satisfied only when a U.S. equivalent of the Russian KGB polices the workers and their unions.

Can anyone accept this politician in good faith when he masquerades as a friend of workers? His voting record is a blue ribbon attempt to keep workers under the thumb of the corporate structure.

Sen. Griffin wants another McClellan-type investigation of labor. That committee so trampled on rights of witnesses that when McClellan was through, the U.S. Senate itself changed its rules to prevent further erosion of due process and individual rights.

Sen. Griffin's entire career is dedicated to trampling on or denying rights to workers. His resolution is only a deceitful veneer to further that dedication.

Senator Robert Griffin from Michigan is an enemy of working men and women and no rhetorical costume will make him anything else.

Frank E. Fitzsimmons

Teamster General President Frank E. Fitzsimmons is shown addressing a meeting of the National Master Freight Negotiating Committee as the committee gathered in Washington, D.C., to draft a proposal to present to the trucking industry. Formal negotiations with the industry begin January 6, 1976.

Getting Ready

National Master Freight Committee Preparing Proposal For Management

TEAMSTER President Frank E. Fitzsimmons has called upcoming negotiations with the nation's trucking industry the "most difficult and serious" in the history of the International Union.

Fitzsimmons made the remarks before a meeting of the National Master Freight Negotiating Committee in Washington, D.C., November 11th, as the union began the bargaining process.

The committee was assembled to screen proposals submitted from local union membership meetings. Committee members will use local union proposals in drafting a formal demand to present to the nation's trucking industry in Washington, D.C., December 11th. The current National Master Freight Agreement expires March 31, 1976.

Fitzsimmons reviewed an array of problems facing the union and the trucking industry on the eve of formal negotiations which begin January 6, 1976.

The Teamster president noted the nation's depressed economy, raging inflation, threats to deregulate the nation's trucking industry, decreased membership purchasing power, and the energy shortage as some of the complicating factors in negotiations.

On the issue of decreased purchasing power, Fitzsimmons declared, "there will be no cap on the cost of living clause in the new agreement."

A guideline for the committee in negotiations is a survey which was mailed to members working under the contract.

The survey asked the membership to attach priority to three options: Wages only, fringes only, or a combination of wage increases and improved benefits. Seventy-five percent of those replying to the survey indicated they wanted a combination of emphasis on wages and fringe benefits.

When asked to rate priority in fringe benefits, those replying placed health and welfare first, sick leave with pay second, pensions third, safety and health fourth, vacations fifth, holidays sixth, and jury pay seventh.

Twenty-one subcommittees will function to screen proposals submitted from members working under that many supplements to the master agreement.

Committee members were handed a volume of 5,000 pages, making up a composite of suggestions submitted from the membership. More than a million printing impressions went into production of the membership proposal volume.

Once formal negotiations begin January 6th, they are scheduled continuously until an agreement is reached. Because of the beginning of the bicentennial celebration in the nation's capital, it may be necessary to move negotiations to another city as hotel reservations are at a premium in Washington, D.C.

But, regardless of the location, Fitzsimmons has promised that the Teamster negotiating committee "will fight to obtain the contract the membership needs to survive in our inflated economy."

Disruptive Proposal

Ford's Deregulation Proposal Will Ruin America's Transportation System

PRESIDENT FORD has sent to the Congress proposed legislation to deregulate the trucking industry and has drawn fire from transportation experts, the trucking industry and the International Brotherhood of Teamsters.

Teamster General President Frank E. Fitzsimmons called the Ford initiative the "most destructive legislative proposal in the last 40 years."

Said Fitzsimmons:

"Deregulation of the trucking industry will bring chaos to this country, disrupting the most efficient system of transportation in the world.

"It would establish cutthroat competition in which truckers will be forced to bid for freight on only the most lucrative routes, leaving millions of Americans without dependable trucking for the distribution of necessary goods.

"Shippers will be faced with chaotic transportation through which shipments will be delayed, lost, or refused for delivery to remote or non-metropolitan areas.

"But of first concern to me is the effect deregulation will have on the wages, hours and conditions—not only on trucking industry employees—but on thousands and thousands of others for which Teamster agreements set the pattern."

Fitzsimmons vowed an all-out fight against the legislation.

The Teamster president's sentiments were echoed by the American Trucking Associations.

ATA President William A. Bresanhan said:

"Such action would not only destroy essential stability in transportation, but would completely disrupt the nation's entire marketing and distribution system. The result would be economic chaos."

Bresanhan said service would be dropped by many of the nation's 15,000 regulated truckers to small communities and shippers.

Ford's proposal was his third transportation "deregulation" measure, with earlier ones directed at the railroads and the airlines.

The trucking bill would curb the Interstate Commerce Commission's authority over truck freight rates and intercity bus fares.

While the Ford administration maintains this would lower truck freight rates, the fact is that truck shipping costs over the past several years have lagged far behind the inflation factor for goods and services.

The measure provides for almost "free entry" into the trucking business. The danger in this is that new entrants would be bidding on lucrative accounts of big shippers by cutting costs, while ignoring marginal accounts which regulated carriers are required by their tariffs to service.

Additionally, highway safety is obviously a victim in deregulation. The ICC now has slightly more than 100 inspectors policing safety regulations for an estimated 20 million trucks. This is an area where Teamsters have long maintained that more regulation—not less—is needed.

International Trade Unionism

Teamster General Secretary-Treasurer Murray W. Miller (left) recently attended sessions of the International Federation of Chemical And General Workers Unions in Geneva, Switzerland. He is shown here with Charles Levinson, secretary and administrator of the federation. Teamster affiliation with ICF is recognition of the global influence of multi-national corporations on wages, hours and working conditions of all the world's working people.

Teamsters Win Office Unit At Alyeska

Teamster Local 959 scored a lopsided representation election victory recently among 303 office workers employed at Alyeska Pipeline Services Co., in Fairbanks, Alaska.

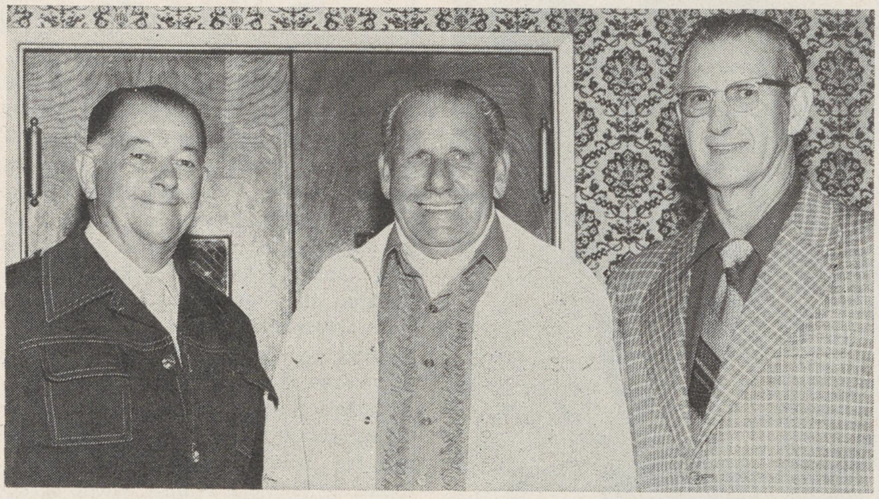
Jesse L. Carr, secretary-treasurer of Local 959 headquartered in Anchorage, said nearly 75 per cent of those voting in the National Labor Relations Board election cast ballots in favor of the Teamsters.

The actual tally was 168 votes for Local 959, a single vote for another union, and 56 against union representation.

Included in the bargaining unit organized under the leadership of Floyd Conner were secretaries, receptionists, records clerks, file clerks, supply clerks, machine operators and motor messengers.

Safe Tankers

Three California Drivers Enter 3-Million Mile Club



Teamster drivers (left to right) William Hengler, Leroy Neal and Sidney Kendall recently won recognition as members of the National Safety Council's "Three Million Mile Club," the most exclusive driving honor possible. There now are four drivers, all Teamsters, who can point with pride to the safe-driving honor.

THREE Teamsters Union members, all employed by the same company as tank drivers, recently became the 2nd, 3rd and 4th members of the National Safety Council's "Three Million Mile Club."

The trio: William A. Hengler and Leroy J. Neal of Teamster Local 420 in El Monte, Calif., and Sidney T. Kendall of Teamster Local 578 in Los Angeles, Calif.

First to become recognized as the initial entrant into the exclusive driving honorary society earlier this year was Thomas D. Lattanze, a member of Teamster Local 107 in Philadelphia, Pa.

Like Lattanze, the most recent additions to the club are also employed by Airco Industrial Gases headquartered in New Jersey.

Hengler, Neal and Kendall averaged a combined driving record of 36 years without accident. They were honored by the company with a banquet and also received $1,000 checks in recognition of their outstanding road records.

The National Safety Council formed the "One Million Mile Club" in 1972 to set up a universal procedure for honoring safe drivers. Although some companies have similar clubs, the council cites only those drivers who are employed by firms with established safe driving programs. A "Two Million Mile Club" was established later, and this year the "Three Million Mile Club" was formed.

At this point, some 1,700 professional truck drivers—the great majority of them members of Teamster affiliates—are members of the 1-million-mile unit, some 85 have qualified for the 2-million-mile grouping, and now there are four drivers in the 3-million-mile cluster.

Will there ever be a 4-million-mile club?

Levi Pants Workers Vote For Teamsters

Some 300 employees of Levi Strauss & Co.'s distribution center in Amarillo, Tex., voted for Teamster representation in a recent National Labor Relations Board election.

Charlie Thompson, president of Teamsters Local 577 in Amarillo, said employees eligible to vote in the balloting included quality controllers, pressers, sewing employees and shippers and receivers.

The vote was 141 for the Teamsters and 132 against.

Wisconsin Local Wins Reversal

W. S. Patterson Co., of Appleton, Wis., said the National Labor Relations Board in a recent ruling, violated the law by refusing to bargain with Teamster Local 563.

The Board's decision reversed the recommendations of the administrative law judge. The judge had dismissed the Teamster local union's complaint that the employer had unlawfully reopened matters previously agreed upon and had insisted upon becoming involved in the union's internal affairs as a condition of reaching an agreement.

Patterson was ordered by the Board to cease the illegal conduct and to bargain with Local 563 upon request.

Credit Union Organized At Air Base

Teamster Local 676 successfully organized the Federal Credit Union Savings & Loan Institution at Maguire Air Force Base in New Jersey recently.

John P. Greeley, Local 676 president, said the vote in the National Labor Relations Board election was 11 to 4 in favor of the union.

Included in the bargaining unit are tellers, cashiers, loan disbursing officers, credit investigators, receptionists and various clerks.

Pension Check

A review of the records resulted recently in Tom Clark, a retiree from Teamster Local 487 in Mankato, Minn., receiving the necessary credits for a pension. Clark (right) is shown getting a check for $6,050 to bring him up to date. Presenting the check is Jack McIlvenna, Local 487 secretary-treasurer. Clark spent most of his working career as a tank transport driver.

STATE OF THE UNION

Nangle Namesake

Fitzsimmons Dinner Helps Create Scholarship Fund

Shown at the presentation of certificates to the first winners of Edward Nangle scholarships were (left to right): Louis J. Bottone, president of Teamster Local 107; Mr. and Mrs. Patrick Bates, parents of a scholarship winner; Joseph D. Harris, scholarship winner, and his father, Joseph A. Harris.

PROCEEDS from a banquet honoring Teamster General President Frank E. Fitzsimmons were used to establish the Edward Nangle Scholarship Fund recently in honor of the IBT vice president from Reading, Pa.

The banquet was sponsored by Teamster Joint Council 53 in Philadelphia, Pa., with John L. Smith, a fund trustee, serving as chairman.

Smith said the first four recipients of scholarships, chosen by a blue-ribbon selection committee, were:

—Joseph Harris, son of Joseph Harris of Teamster Local 107 in Philadelphia.

—Jeffery Jenkins, son of Howard Jenkins of Teamster Local 463 in Philadelphia.

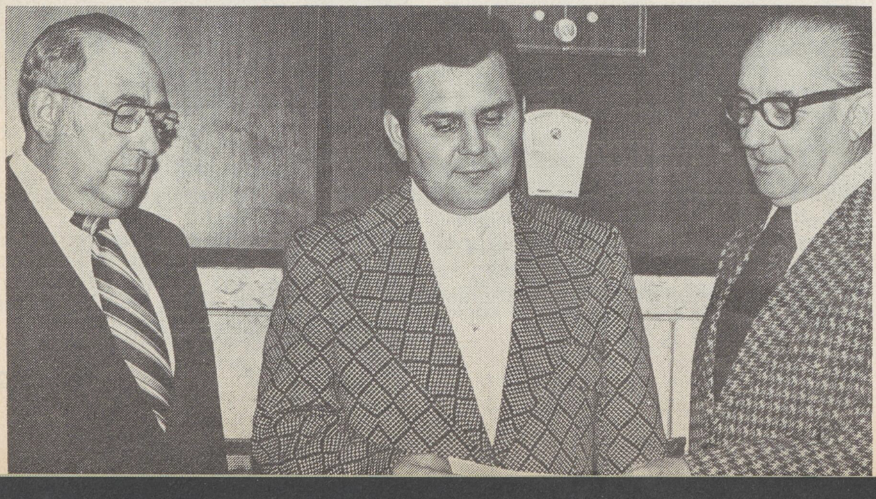
—Thomas Prelovsky, son of Paul Prelovsky, a member of Teamster Local 773 in Allentown, Pa.

—Michael Bates, son of Patrick Bates, a member of Teamster Local 107.

Award winners were presented certificates of recognition for their outstanding scholastic achievements.

Backpay Award

Joseph Fazekas (center), a member of Teamster Local 710 in Chicago, Ill., receives a backpay check for $4,735 from William Joyce, secretary-treasurer of the union, as John Altepeter, business agent, looks on. The backpay followed the winning of a grievance against United Parcel Service. The company discharged Fazekas for health reasons even though a set of doctors said he had no heart problem. Fazekas was reinstated with full compensation.



Seven Workers Made Whole In Dispute

SEVEN members of Teamster Local 528 in Atlanta, Ga., were made whole for losses suffered in a change of company contracts as a result of a recent National Labor Relations Board ruling.

The Board affirmed the findings of the administrative law judge who ruled that United States Trucking Corp., violated the law by refusing to hire seven workers because they complained to Dealers Transit that the firm owed them a day's pay.

United States Trucking began providing warehousing and trucking services for Western Electric in Atlanta, replacing Dealers Transit whose agreement with Western Electric had expired.

Testimony showed that the general manager of United States Trucking, when asked if the company was going to keep the Dealers Transit employees upon taking over the Western Electric contract, replied, "Yes, we'll keep them all. I don't have anything against any of the fellows."

Subsequently, the seven workers complained to Dealers Transit that they were entitled to a day's pay held back from them sometime during the previous year. Following that, the same seven were not hired by United States Trucking.

The administrative law judge concluded that the trucking company unlawfully refused to hire the seven job applicants because of their protected concerted activity as members of Teamster Local 528.

United States Trucking was ordered by the Board to cease the unfair labor practices and to offer the seven discriminatees employment and make them whole for losses suffered.

● In Connecticut

Repairmen employed by Aerial-Lift Repair, Inc., of Milford, Conn., voted unanimously for representation by Teamster Local 443 of New Haven, Conn., in an election conducted recently by the National Labor Relations Board, according to Edward Brereton, Local 443 business agent.

Teamster Case

Transportation Firm Errs In Coercion and Firing

TEAMSTER Local 612 of Birmingham, Ala., won the National Labor Relations Board decision recently in a case involving the Georgia, Florida, Alabama Transportation Co.

Upholding the administrative law judge, the Board ruled that the company engaged in various unlawful acts of interference, restraint and coercion because of employee activities for Local 612, also unlawfully discharging Fred D. Jenkins because of his union activities.

In the hearing, the employer maintained that Jenkins was fired for "carelessness" in failing to inspect a trailer rented to haul steel beams from Birmingham to Montgomery, Ala., and/or reporting damage to the trailer.

Noting that it was possible some damage might have been done to the trailer during unloading, the judge said that it was inconceivable, however, that the employer would summarily discharge an employee for failing to see and/or report damage found in equipment "when the company's policy and past practice had called for a maximum penalty of a 1-week suspension for serious damage actually caused by an employee."

The judge also remarked on the firm's vigorous and unlawful antiunion campaign at its Montgomery terminal in 1972, as established by credited and uncontradicted testimony in the case under consideration.

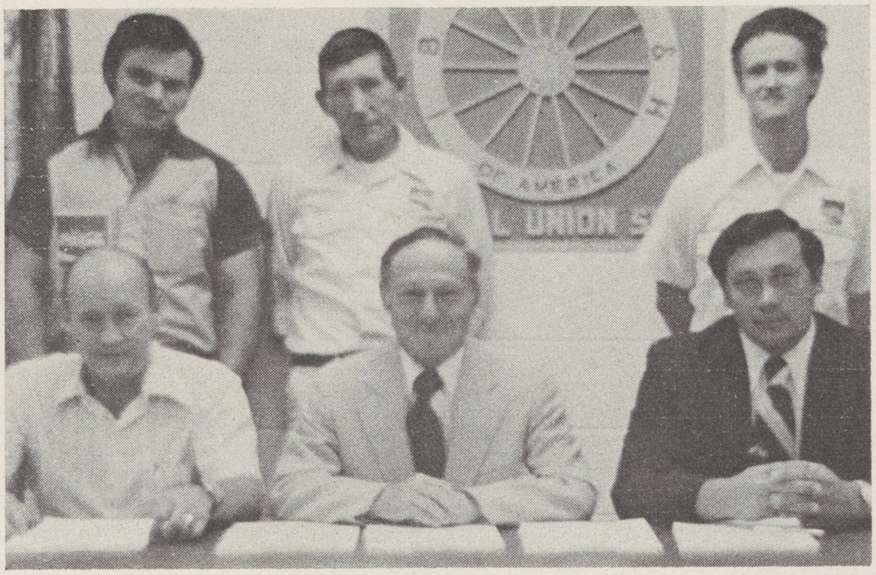
It was concluded by the judge that the trailer damage incident was seized upon—or even possibly contrived—as a pretextual basis for Jenkins' discharge.

The transportation company was ordered by the Board to cease the illegal conduct and to offer Jenkins reinstatement and reimbursement for any loss of earnings.

● Unanimous

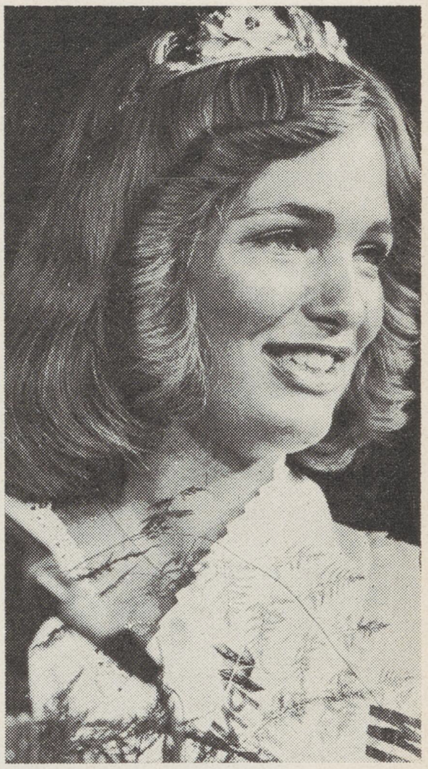
Mechanics and servicemen employed by SCA Services of Kansas City, Mo., a trash hauling firm, voted unanimously for representation by Teamster Local 552 in a recent National Labor Relations Board election, according to T. B. McGinness, president of the local union.

Perseverance



An agreement ended a 10-month strike by members of Teamster Local 505 at Coca-Cola Bottling Co., in Huntington, W.Va., recently with the signing by (left to right): Seated—Buddy Cooper, Local 505 business agent; H. L. Broh, Coca-Cola president; James Boyd, Local 505 president; Standing—Union committee members Robert Hall, Carl Riley and Bruce Adkins.

Miss P.N.E.



Leanne Moore, a member of Teamster Local 31 in Vancouver, B.C., recently was elected "Miss Pacific National Exhibition." The P.N.E. ranks fifth in North America and is held annually at Vancouver. Miss Moore works for the District of Abbotsford.

Backpay Case Gains $11,000 For Members

Teamster Local 397 of Erie, Pa., recently gained more than $11,000 backpay for three members discharged by Knobloch Oldsmobile and Knobloch Toyota Park, Inc.

Harry Aylsworth, Local 397 recording secretary, said an unfair labor practice charge was settled with the company. Included in the settlement was the reinstatement to their jobs of Herb Cohen, Michael McGarrey and Jerry Jerge.

The union had charged that the firings were because of the three workers' union organizing activities. Settlement was reached before a scheduled National Labor Relations Board hearing.

Casimir Dombrowski, Local 397 secretary-treasurer, said contract negotiations with the Knobloch firms were in progress.

Fitz a Member

Labor-Management Committee Submits 5 Proposals to Ford

FIVE proposals were submitted to President Ford recently by the President's Labor-Management Committee of which Teamster General President Frank E. Fitzsimmons is a member.

The proposals would help stimulate the economy in the opinion of the committee while providing needed assistance for Americans in the area of housing. The proposals were:

1. Use $3 billion of the $5 billion in GNMA's Tandem Plan authorization for purchase of multi-family rather than single-family mortgages.

2. Assure effectiveness of the newly implemented Section 202 housing program for the elderly and handicapped and of the reactivated Section 235 Home Ownership Assistance Program by efficient application processing and adjustment of Section 235 mortgage limits to accommodate construction costs in high-cost areas of the country.

3. Accelerate processing of Public Housing and Section 236 Subsidized Rental Housing projects now in the pipeline and make allowances for construction cost increases since initial application was made, so as to speed construction and maximize counter-cyclical impact.

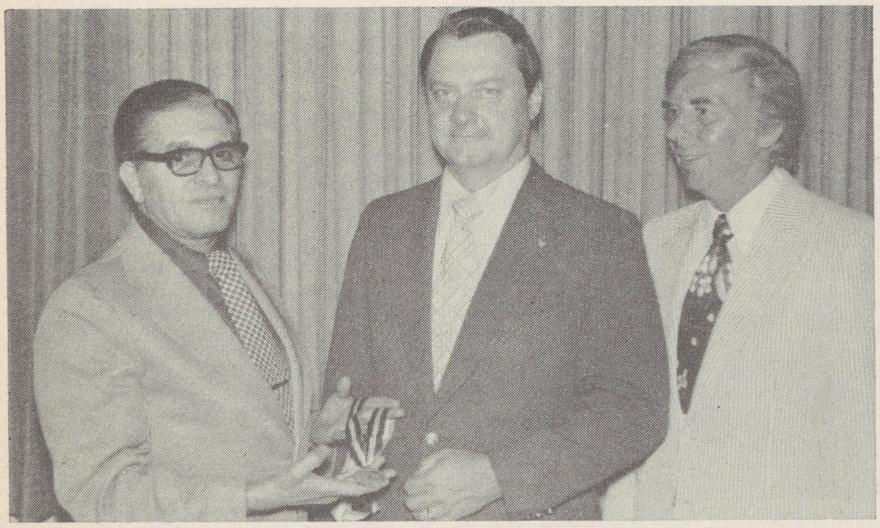
4. Facilitate implementation of the Section 8 housing program by activating the Section 802 program of federal guarantees for state housing finance agency bonds and apportioning the appropriated $15 million for interest subsidies on such state agency obligations.

5. Finally, because existing policies and programs have been incrementally developed with various objectives in mind, governmental housing programs have become exceedingly complicated and may not be sufficiently integrated with the general economy and with policies and programs to provide needed housing. Thus, the committee recommends the Administration conduct a thorough reappraisal of the country's housing delivery system as soon as possible.

Safe Driver

W. G. Burchfield (right), a member of Teamster Local 745 in Dallas, Tex., is shown receiving a safe-driving award from R. C. Salamon, district operations manager for Santa Fe Trail Transportation Co. The award cited Burchfield's record of 29 years' driving without accident.

Scout Service



Donald Sawochka (center), secretary-treasurer of Teamster Local 142 in Gary, Ind., is shown receiving an award for service to the Boy Scouts of America. Making the presentation are Peter Calacci (left) and Robert Pastrick, mayor of East Chicago, Ill.

Wyoming Teamster Pens Letter

Dear Bro. Fitzsimmons:

It is never too late to write a letter like this. Two and a half years ago, I was stricken with cancer. I have not worked a day since and may never work again. I worked for Burlington Northern Truck Lines in Casper, Wyo., as a member of Teamster Local 307.

The reason I am writing is to let every member of the Teamsters Union know what wonderful coverage I have had with the Teamster insurance. I was covered and still am with the Western Teamster Health and Welfare Plan.

I was in the hospital for 60 days. My hospital bill alone was more than $12,000 and I paid only $400. All my doctor bills were over $4,000 and I paid approximately $1,000—plus I received weekly benefits for 26 weeks.

I was very fortunate. I could never have paid the bills without Teamster help. I had worked for the truck lines for 15 years and belonged to the union all that time, so I am eligible for the pension plan plus other retiree benefits.

So no matter what your union dues are, don't holler. You can be thankful that you have a very good job with good pay and be very thankful that you are not standing in the soup line . . .

Fraternally yours,
Kenny Nelsen,
Casper, Wyo.

Leading Labor

Teamster Organizers Tops In 1st Half '75 Elections

TEAMSTERS UNION affiliates won more than a fourth of all the representation elections conducted by the National Labor Relations Board during the first half of 1975.

The Board held a total of 3,400 single-union, two-union and three-or-more-union elections during the 6-month period of which 1,741 resulted in victory for the unions involved.

Teamsters won 477 of the 1,741 ballots for a success story of better than 27 per cent.

Altogether, affiliates of the International Brotherhood of Teamsters won 423 single-union ballots, 48 elections in which two unions were vying, and six elections involving three or more unions.

Single-union election activity—considered the best barometer of organizing prowess because it usually involves unorganized workers—was dominated by the Teamsters as usual.

Teamsters took part in 934 single-union ballots—30 per cent of the total for all unions—and won nearly 28 per cent of the victories chalked up by all unions. Teamsters were successful in 423 single-union elections.

Forty-eight two-union ballots and six multiunion elections were won by the Teamsters to reach the 477 total.

Of the 54,222 workers eligible to vote in single-union elections won by all unions in the first six months of the year, Teamsters accounted for 9,065—or nearly 17 per cent—of the total.

Altogether, Teamster affiliates brought 12,720 members into the fold as a result of its 477 election victories in first-half 1975.

● Tire Service

Workers employed by Corkery Tire Service Inc., of Modesto, Calif., voted by a margin of 3-to-1 in favor of representation by Teamster Local 386 in a recent election.

Norbert Miller, Local 386 secretary-treasurer, said 31 employees were eligible to ballot in the election conducted by the National Labor Relations Board.

Memphis Local Keeps Busy At Barricades

Teamster Local 667 of Memphis, Tenn., has been extremely busy at the barricades of unionism recently—winning backpay for old members and organizing new members.

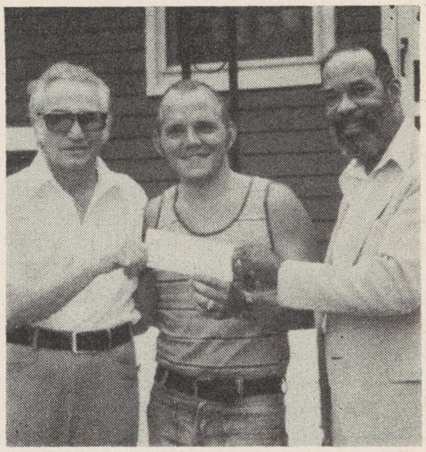
John Mitchell, president of Local 667, said two members recently received backpay totaling $4,874 in arbitration awards.

In one case, Willie Hooker, an employee of the Walgreens Distribution Center, won $4,490 backpay after being fired for refusing to take a polygraph test. He was reinstated to his job with full seniority and benefits.

Another member, Billy Bing, received $384 backpay and was returned to his proper listing after being laid off out of line of seniority.

Local 667 won a large unit of workers at the Distributive Transportation Service in Memphis when the vote was 92 to 8 in favor of representation by the Teamster affiliate.

$10,116 Backpay



Robert Meyers (center) is flanked by Teamster Local 158 officers Frank Lentino (left), secretary-treasurer, and Edgar Stewart, president, on the occasion of receiving a backpay check for $10,116. The NLRB determined that Meyers was fired by Fluid Chemical Co., because of his activities on behalf of the Teamster affiliate headquartered in Philadelphia, Pa.

● Unanimous

Warehousemen employed by Pirelli Tire in Palo Alto, California, voted unanimously for Teamster Local 287 of San Jose, Calif., in a recent National Labor Relations Board ballot, according to Frank Felice, Local 287 organizer.

Million Milers

Two members of Teamster Local 121 in Chicago, Ill., were honored by their employer, Jos. Huber Brewing Co., of Monroe, Wis., for surpassing the million-mile mark in safe driving. Receiving plaques and savings bonds were (left to right) Willis Stokes and Robert Stauffacher. Making the presentation were Joseph B. Huber, company president, and Fred W. Huber, vice president and treasurer.

Mixed Bag

Three NLRB Decisions Won by Indiana Locals

THREE Teamster local unions in Indiana won decisions in separate cases decided by the National Labor Relations Board in recent weeks.

The rulings involved: Local 135 of Indianapolis over Trumbull Asphalt Co., Inc., of Brookville; Local 298 of Michigan City over Ludwig Fish & Produce, Inc., of La Porte, and Local 215 of Evansville over Madisonville Concrete Co., of Madisonville, Ky.

The most unusual case involved Local 135 in which the Board agreed with the administrative law judge that Trumbull Asphalt discharged truck driver Marvin Hamilton for reasons prescribed by the law.

However, said the Board, it was unnecessary to decide whether the company violated a provision of the law which prohibits discrimination by an employer "in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any labor organization . . ." with respect to the firing.

It was found that the company assigned the better runs on the basis of seniority. Also, the company assigned work to part-time drivers only when full-time drivers were unavailable.

The record showed that Hamilton was fired because he twice called attention to the employer's failure to follow its own long-standing practices in assigning work to full-time drivers. The Board said Hamilton's action was an instance of "protected concerted activity."

Another facet of the case was the fact that the employer ordered removal of Citizen Band radios which four of the five regular drivers had installed in their trucks. The order was deemed retaliation following a representation election won by Local 135.

Trumbull Asphalt was ordered to cease the illegal activity and to offer Hamilton reinstatement with backpay for any loss of earnings.

Upholding the administrative law judge, the Board ruled that Ludwig Fish & Produce violated the law by discriminatorily firing Jerry Girardot and Gene Pennington.

The discharges were in addition to unlawfully threatening plant closure as retaliation against the union activity of the employees.

"The discriminatory discharge of 40 per cent of the bargaining unit," said the Board, "demonstrated that the employer resorted to its ultimate weapon in thwarting the employees' exercise of protected statutory rights."

Ludwig Fish & Produce was ordered by the Board to cease its illegal conduct, offer reinstatement and backpay to Girardot and Pennington, and bargain with Local 298.

The Madisonville Concrete Co., decision favoring Local 215 came on a motion for summary judgment. It was ruled that the company raised no matters not previously considered in an earlier hearing on unfair labor practice charges.

The concrete firm was ordered by the Board to bargain with the union upon request.

● Two Victories

Teamster Local 17 of Denver, Colo., recently won two representation elections in ballots conducted by the National Labor Relations Board at the Wilson Sporting Goods Co., in Denver, and at the Boulder-Denver Truck Line.

Taxi Drivers Make Gains In Philadelphia

Teamster Local 156 recently negotiated a 2-year contract with Yellow Cab Co., in Philadelphia, Pa., providing substantial gains for cab and limousine drivers as well as mechanics.

Joseph J. Papa, president of Local 156, said the agreement provided for substantial increases in commissions and incentives, a big hike in hourly pay for mechanics, improvements in health and welfare and other fringes, and prepaid legal services.

Papa is chairman of the Eastern Conference of Teamsters Taxicab Trade Division.

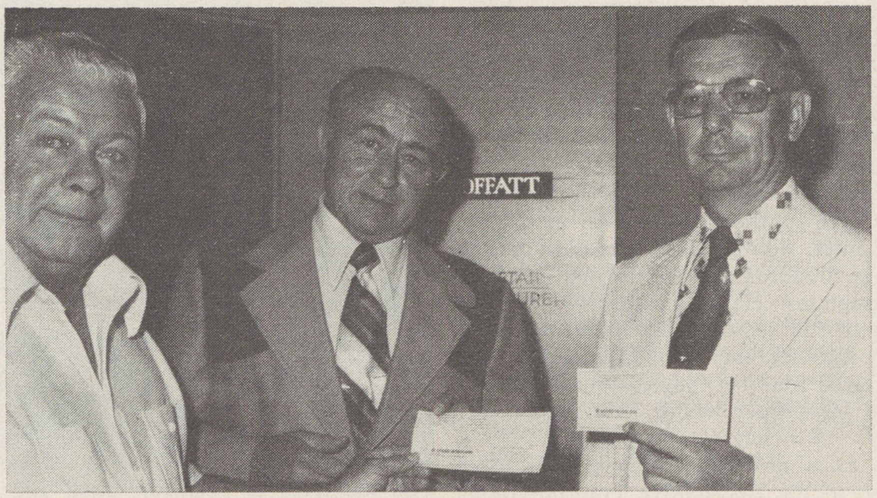
Lucky Stores Strike Won By Teamsters

A 26-day strike that shut down about 100 Lucky Stores and distribution centers in California ended with substantial gains won for members in a new Teamster contract.

The agreement provided a large wage hike as well as improved fringe benefits for members of Teamster Locals 70 and 853 in Oakland.

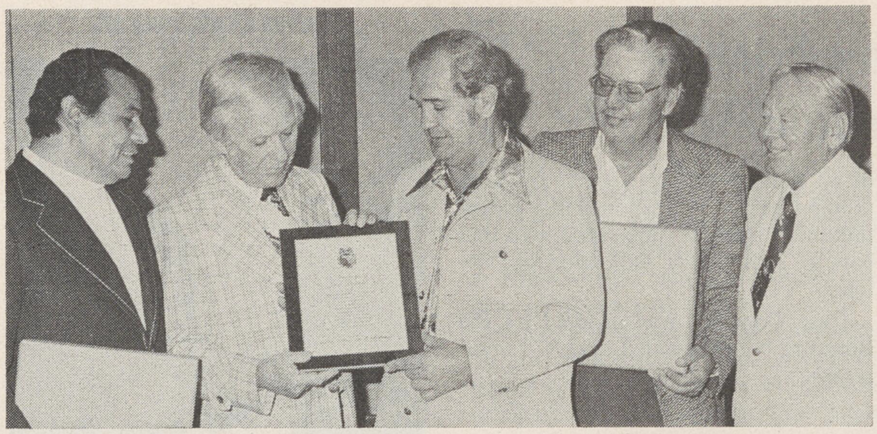
In addition, common change-of-operations language protects the seniority of not only members in Locals 70 and 853, but also in Locals 150 in Sacramento and 315 in Martinez.

Cannery Retirees



Receiving their first pension checks after retiring on disability are Jacob Plines (center) and Melvin J. Ehrlich (right). Making the presentation is George Moffatt (left), secretary-treasurer of Teamster Local 601 in Stockton, Calif. Plines and Ehrlich formerly worked for California Canners and Growers in Thornton, Calif.

Retiring Officers



Three retiring secretary-treasurers of Teamster automotive local unions were honored with plaques recently. Shown on the occasion are (left to right): Rudy Ortega, new secretary-treasurer of Local 960 in San Francisco, standing in for retiring Barney Apfel; John Sheridan, chairman of the Western Conference of Teamsters Automotive Trades Division; John Erjavec, retiring from Local 665 in San Francisco; James Barham, retiring from Local 542 in San Diego, and Bill York, president of the WCT division.

$30,000 Backpay

Lengthy Litigation Won By No. Carolina Local

REINSTATEMENT of 21 members with $30,000 backpay was won by Teamster Local 71 of Charlotte, N.C., with the aid of the Eastern Conference of Teamsters recently to put an end to an unusually prolonged litigation.

The case had its origin in July, 1974, when members employed at Tarcon, Inc., formed a picketline in support of a wage reopener demand, according to IBT Vice President Joseph Trerotola, director of the ECT.

While the picketline was operating, the employer hired replacements. When the picketline came down after seven weeks, the company refused to reinstate the strikers. The refusal persisted even after the Piedmont Grievance Committee sustained a grievance and ordered the reinstatement of the Teamsters.

Local 71, in order to enforce the decision made by the committee, found it necessary to file a lawsuit in federal district court. By the end of 1974, the federal judge made his decision and notified the parties that the Piedmont Grievance Committee indeed had jurisdiction over the original case.

However, since the employer had refused to present any evidence at the committee hearing—having objected to the committee's jurisdiction—the judge "requested" that the committee rehear the case and allow the company to present its evidence.

The case was then heard by the committee in January, 1975, and deadlocked in its decision. As a result, the case went to arbitration a month later. The arbitrator ruled in favor of the Teamsters, based on the contract provisions, and declared the striking workers should be reinstated with full backpay and interest. The contract language specifically stated that "seniority shall prevail for jobs. . ."

The total award came to about $70,000. But since the Teamsters involved were required to offset their gross entitlement by interim earnings, the net award was $30,000.

● Bus Drivers

Bus drivers employed by the Chittenden County Transportation Authority in Burlington, Vt., voted for Teamster representation recently in an election conducted by the Vermont Labor Relations Board.

Robert Walker, secretary-treasurer of Teamster Local 597 in Barre, Vt., said the ballot count was 14 to 1 in favor of the Teamster affiliate.

Louisiana Local Fights Off Raiding Union

Teamster Local 5 of Baton Rouge, La., was successful recently in fending off a raid attempt by the International Association of Machinists for the third time at the Allied Chemical North Works.

Allen L. Jones, acting secretary-treasurer of Local 5, said that on each raid attempt since 1970, when the Allied Chemical employees went Teamster, the Machinists have lost.

Jones gave credit to the following Local 5 members who played prominent roles in fighting off the raid: E. G. Partin, H. F. Kinchen, Clifton Waldrop, John Miller, Jim Tolar, Amos Spann, Kenny Comeaux, Fred Raiford, Booker T. Washington, Jr., Warren Holden, Harold Fisher and Winston Kirby.

Jones said Local 5 also won a National Labor Relations Board election at Capital City Produce where the vote was 13 to 3.

The Board has certified the results of both the Allied Chemical and Capital City ballots.

'Mr. Gooch'

Known as "Mr. Gooch," Italo Giucciardini of Teamster Local 443 in New Haven, Conn., is a long-distance runner. He recently neared the world record mark when running a 26-mile marathon in 140 minutes and is shown with the trophy he received.

Teamster Case

Moving Company Facility Is No Bar to Bargaining

A COMPANY that moves its facility (worksite) to another location is still obligated to bargain in good faith with union representatives.

That was the nub of a ruling by the National Labor Relations Board recently in a case involving Teamster Local 878 of Little Rock, Ark., and Case Concrete Co., Inc., of Sweet Home, Ark.

Affirming the findings of an administrative law judge, the Board said Case Concrete violated the law by refusing to bargain in good faith with the Teamster affiliate, and later refusing to recognize and bargain with the union after a two-and-a-half mile move of its facility.

The judge decided that the short move did not affect the validity of the bargaining unit in which Local 878 was originally certified in late 1973. It was agreed by the parties that the facility at Sweet Home was the same one originally operated at Little Rock.

An odd twist to the case was that the employer asserted that "no real demand was made upon it to bargain with the union," even though the union submitted a complete contract to the employer's representative after negotiating with the employer on terms of an agreement. Apparently the boss thought he had no responsibility unless the union members appeared with ball bats or some other indication of "demand."

Case Concrete was ordered by the Board to bargain with Local 878 upon request.

California Retiree Pens Note

Dear Bro. Fitzsimmons:

I retired after 40 years as a Teamster with 24 years as a member of Teamster Local 315 in Martinez, Calif. I wish to thank all the officers and fellow members of Local 315. I also want to thank everyone at the International Brotherhood of Teamsters for the pension and the benefits.

Fraternally,
Arthur Souza,
Biggs, Calif.

Plaque for Widow

The late Don Taber, trustee of Teamster Local 299 of Detroit, Mich., was honored at a picnic and his widow was presented with a plaque. At the ceremony were (left to right): IBT Vice President Robert Holmes; Wilson Holsinger, Local 299 business representative; Mrs. Rose Taber, and David Johnson, president of Local 299.

Scouts Honor Teamsters

Teamster local unions affiliated with Joint Council 54 in Denver, Colo., were honored recently for their encouragement to Scout activities in the region. Edward Toliver, JC 54 coordinator, is shown receiving a Scout statuette from Justin Downer, a Cub Scout from Golden, Colo.

● Indiana Win

A two-thirds majority of workers employed by Seedkem, Inc., of Evansville, Ind., voted for representation by Teamster Local 215 in a recent National Labor Relations Board election.

C. K. Arden, president of Local 215, said 14 warehousemen and drivers were eligible to vote in the ballot at the firm involved in agricultural chemicals, seeds, farm and garden supplies. The vote was 8 to 4 in favor of the union with 2 ballots challenged.

College Crew Votes Teamster In Illinois

Work crews employed by Rosary College in River Forest, Ill., voted better than 9-to-1 recently for representation by Teamster Local 714 of Berwyn, Ill.

Nineteen maintenance, custodial and groundskeeping employees were eligible to ballot in the election conducted by the Illinois Department of Labor. The vote was 17 to 1 in favor of Local 714.

The election was marred somewhat by the fact that the college's attorney asserted the state-run election would not be agreeable. When the workers voted immediately to take themselves out on strike, the election was held.

Boss Threatens

Teamster Local Wins Ruling At Schlitz Brewing Company

A National Labor Relations Board decision was won by Teamster Local 745 of Dallas, Tex., recently over the Schlitz Brewing Co., at Longview, Tex.

The Board agreed with the administrative law judge who ruled that the employer committed unfair labor practices, including the firing of Steven E. Fishel.

It also was determined that the employer threatened employees at the Longview plant, saying the plant would be closed if the Teamster local union became their bargaining agent. Likewise, said the employer, the plant would be closed and operations moved to Los Angeles, Calif., if there was a strike.

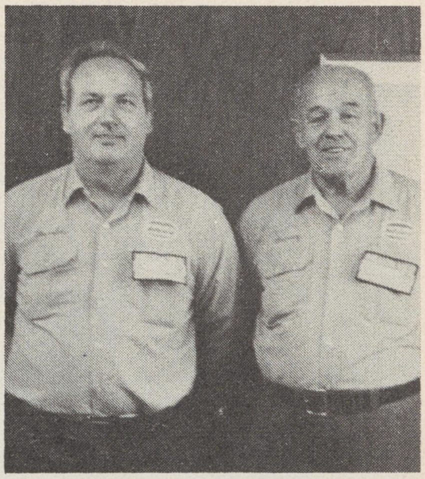
The judge decided that the employer's reasons for discharging Fishel were pretextual. It was agreed by the judge that Fishel was an agitator as determined by the testimony. However, Fishel's agitation was based upon union activity.

The employer's story that Fishel could not get along with co-workers was shot down at the hearing and proved, the judge decided, to be an attempt by the employer to create a case where none existed.

One worker testified he never had any problems with Fishel as a co-worker. Another worker testified the same thing, mainly because he worked in the other end of the beer plant and never had occasion to see Fishel. A third worker also testified he had never worked with Fishel.

Finding union animus as determined by the administrative law judge, the Board ordered Schlitz to offer Fishel reinstatement with backpay for loss of earnings.

Million Milers



Harold Ratchek (left) and Stanley Danish of Teamster Local 705 in Chicago, Ill., recently were awarded membership in the National Safety Council's "Million Mile Club" composed of truck drivers who negotiate a million miles over the road without a chargeable accident. The Teamsters are employed by Ashland Chemical Co.

Cosmetic Workers Go Teamster

Production workers at the Max Factor cosmetic plant in Freeport Center, Utah, recently voted for representation by Teamster Local 976 of Ogden, Utah.

Kenneth Barrow, Local 976 secretary-treasurer, described the organizing victory as significant. He said it was made possible by a joint campaign involving Local 976 organizers as well as representatives from Teamster Joint Council 67.

The local union soon will be negotiating for a work force that ultimately will expand to around 500 people.

Local 976 first won the right to represent Factor's clerical workers in a National Labor Relations Board election. The victory was followed by a campaign among the employees producing the company's perfumes and cosmetics.

Another union jumped into the ring at that point and enough ballots were challenged in the subsequent election to require a second ballot. The final result was a Teamster majority of better than 3-to-1.

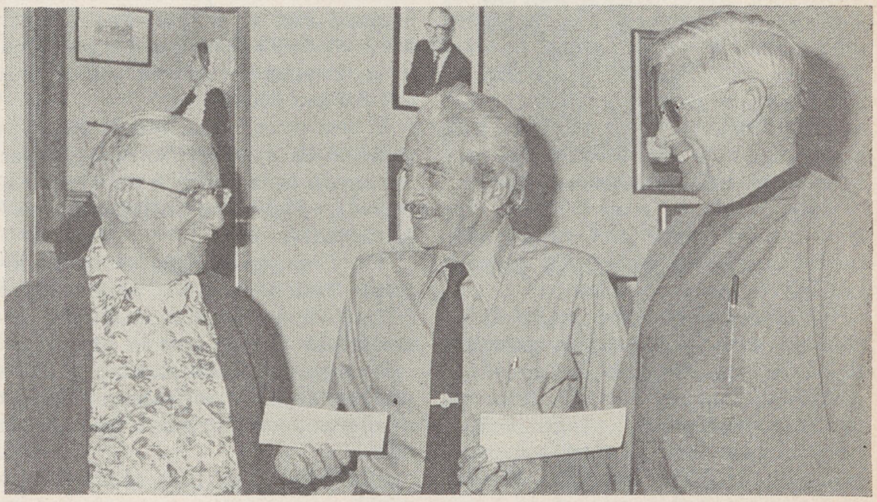
Florida Local Wins NLRB Decision

Teamster Local 390 of Miami, Fla., won the decision over Grant's Furniture Plaza, Inc., of West Palm Beach, Fla., when the National Labor Relations Board recently granted a motion for summary judgment.

The Board upheld an earlier ruling, finding that the company had no new evidence to overturn a judgment that it had illegally refused to bargain with the Teamster local union. Grant's Furniture had claimed that the union was involved in discriminatory practices.

The company was ordered by the Board to cease its unlawful conduct and to bargain with Local 390 upon request.

Welcome Checks



Morris Less (center), secretary-treasurer of Teamster Local 216 in South San Francisco, Calif., is shown with two members, William O'Shea (left) and Angelo Morro, as they receive welcome checks. O'Shea got $5,000 as an arbitration award; Morro received a tardy pension check for $2,350.

MISCELLANEOUS

$4,058 Backpay

Backpay totaling $4,058 for two members of Teamster Local 210 in New York is shown being presented following settlement of a grievance at Art Metal U.S.A., an office furniture manufacturer (left to right): Gabino Ramos, shop steward; John Brown; Frank Cannizzaro, Local 210 trustee; Sidonia Resende and Lucilia Matos, receiving the checks; Anibal Torres, shop steward, and Ed Snead.

During Depression

Personal Income Shows Gain But Consumer Power Declines

PERSONAL income on a per capita basis increased in most states but consumer buying power declined during the depression period from the last quarter of 1973 to the first quarter of 1975.

Compilations by the U.S. Department of Commerce reveal that on a nationwide basis, incomes per person went up 7.7 per cent. At the same time, consumer prices jumped upward 14.1 per cent. The net was a decline of 5.6 per cent in buying power.

The Commerce Department said that in no region of the country did personal income climb as fast as prices.

Only people in Alaska, West Virginia and the District of Columbia succeeded in gaining income at a rate exceeding the ravages of inflation.

For the country, the personal income on a per capita figure increased to $5,658—up from $5,252 in 1973.

Alaska, enjoying a boom from oil pipeline construction, averaged a 30.3 per cent gain. West Virginia's average gain was 16.2 per cent. The District of Columbia had a gain of 15.3 per cent.

Alaska's per capita income was $8,021 for the highest in the land. The District of Columbia was second with $7,913.

Five states, all in the midwestern area, suffered per capita income decreases during the 1973-75 period. South Dakota's per capita of $5,157 at the end of 1973 dropped more than a thousand dollars by early 1975 for a decrease of 19.8 per cent. Nebraska personal income went down 10.2 per cent. North Dakota lost 9.6 per cent. Iowa dropped 4 per cent and Kansas lost 3.3 per cent.

In five other states, the personal income levels increased so negligibly as to remain even. They were Montana, Indiana, Delaware, Minnesota and Michigan.

The Commerce Department said incomes from construction work dropped 5.2 per cent over the nation yet increased by 50 per cent in Idaho.

Incomes of manufacturing workers dropped slightly over the country, but mining pay went up more than 21 per cent.

There was one type of income in which every state reported an increase—that was unemployment compensation. In 13 states, jobless pay soared more than 400 per cent.

Fitz Receives Appreciation From Member

Dear Bro. Fitzsimmons:

Six months after retiring from Superior Potato Chip, Inc., Teamster Local 337 in Detroit, Mich., I would like to thank you and the whole Teamsters Union for my good pension.

I have worked since I was 17 years old and, being a woman, I never had much time left to do housework and all the little things around home—and now I am trying to catch up on them. I never knew life could be so wonderful.

Yours truly,
Mrs. Odie M. Willis,
Detroit, Mich.

● Warehousing

Drivers and warehousemen employed by Good Steel Service, a warehouse in Twinsburg, O., voted 6-to-3 for representation by Teamster Local 407 of Cleveland, O., in a recent National Labor Relations Board election, according to Thomas E. Lee, secretary-treasurer of the local union.

Fitzsimmons Halfway House Is Successful

The Frank E. Fitzsimmons (Halfway) House in Las Vegas, Nev., is operating successfully as part of a nationwide program providing therapy for drug addicts.

Robert Ensworth is the director of the project which is part of the Southern Nevada Drug Abuse Council (SYNDAC) and was originated in part by a major grant from the International Brotherhood of Teamsters. The IBT continues support of the project.

Fitzsimmons House is funded for 22 people who live at the facility and, having gone through earlier treatment at other SYNDAC agencies, are ready for re-entry into society.

Individual residents receive both personal therapy and group counseling on a short-term basis of about three months.

Death in the Dump

Hazardous Waste Handling Getting Government Attention

START with the following example: "A driver delivers a truck load of liquid chemical wastes to a dump. After he opens the valve, the cargo reacts with previously dumped wastes, producing a toxic gas that kills him on the spot. Enough gas is produced to change the color of the coins in the man's pocket."

Sound far-fetched? Not at all. Such an event actually occurred recently, according to Walter W. Kovalick, Jr., acting director of the Hazardous Waste Management Division of the U.S. Environmental Protection Agency (EPA).

Kovalick offers the story by way of emphasizing that hazardous wastes require special handling. For one thing, he says, the wastes should be clearly labeled as to what they are, and handled with the same care that would be used with any other toxic, flammable, explosive or infectious material.

As it stands now, only a few states have laws or regulations controlling the manner in which hazardous wastes are handled, transported, stored, treated or disposed.

In most states there is no law to force a waste disposer to use any special container or labeling. More often, state laws—if they deal with the subject at all—declare only that certain types of wastes may not be deposited in municipal landfills, yet, as Kovalick puts it, "leaving unsaid what may be safely done with them."

The EPA has been moving to fill the safety gap. It has recently forwarded to Congress proposed legislation that would regulate the generation, treatment, transport, and disposal of hazardous wastes.

The legislative proposal is a result of the mandate Congress wrote into the Solid Waste Disposal Act as amended by the Resource Recovery Act of 1970. The law requires the federal government to study the hazardous waste problem and submit recommendations for action.

While Congress considers the legislative proposals, EPA meanwhile is working on a 5-point program which includes:

—Determining the quantity and composition of hazardous wastes and their sources.

—Identifying and assessing safe treatment and disposal methods.

—Developing criteria for proper processing and disposal of hazardous wastes.

—Understanding the health and environmental effects of improper hazardous waste management.

—Relaying to industry and state and local governments information on the status of hazardous waste management technology.

Kovalick said that for purposes of dealing with the all-important subject, hazardous wastes are identified by the government as those that are particularly dangerous discards "of our highly industrialized, science and technology-based society." The definition includes toxic chemicals, pesticides, acids, caustics, flammables, explosives, and biological and radiological residuals.

Many wastes often have considerable value, Kovalick noted, either as a raw material in another process or for the energy which can be recovered from them.

It is the government's view that management should look into all options when it comes to waste disposal, determining whether to put hazardous wastes into the land only if there is no energy or other resource of value to be recovered.

Land disposal methods should be used, in the opinion of EPA, only when all alternatives have been found unacceptable—and then only if the site is suitable and secure.

EPA has been studying the types and quantities of hazardous wastes in the United States. It also has been assessing the hazards those wastes pose in preparation for possible future federal hazardous waste management legislation.

Several states are considering similar legislation and California, Minnesota and Oregon already have enacted comprehensive laws dealing with hazardous waste management.

In recent months, the federal government has found with detailed study that there may be more hazardous wastes than the 10 million tons per year estimated by EPA in its report to Congress in 1972.

The technology is available for safe handling and disposal or treatment of most waste materials, according to Kovalick.

"What is needed now," he added, "is to assure that people use these sound management practices in dealing with hazardous wastes."

To sum it up, Kovalick said:

"When people have to label, containerize, transport, store, treat and-or dispose of hazardous wastes properly, everyone will be safer—especially those who must handle and transport this material."

Phillie Retiree Writes

Dear Fellow Teamsters:

...I did not truly realize the value of that "little union card" until the time began to approach when I would be thinking strongly about retirement. That little card should mean to every Teamster what it has meant to me. To me, it developed into a monthly Christmas present...I take this opportunity to wish the officers and members of Teamster Local 161 and the entire International Union a prosperous new year.

Fraternally yours,
Mary Lea Beeler, retired,
Hall's Motor Transit Co.,
Philadelphia, Pa.

● In California

Machine operators and maintenance men employed by Appliance Industries in Compton, Calif., recently voted for representation by Teamster Local 88 of Long Beach, Calif., in a National Labor Relations Board election.

Lee Dahlenburg, Local 88 secretary-treasurer, said 72 workers were eligible to vote in the ballot resulting in the 29-to-25 win. The company manufactures "headers" for automobiles.

Secretary Coleman Appears to Say 'Punish Efficiency, Reward Failure'

AMERICA'S healthy motor carrier industry today finds itself in a blizzard of governmental proposals that, if allowed to rage unabated may bury trucking in an economic snow(job) drift.

A cadre of federal and corporate leaders is seeking to selectively rescue the nation's bankrupt railroad industry.

The strategy is to do it at the expense of the successful motor carrier and inland waterway transportation industries as well as at the expense of the taxpayer.

The tactic is crude and simple. Trucks and barges are being labeled villains in transportation. At the same time, powerful interests are pushing the need to "revitalize" the country's railroad system.

By virtue of his position alone, Transportation Secretary William T. Coleman is at the eye of the storm.

An important part of the program was the "Statement of National Transportation Policy" delivered recently by Coleman to Congress.

What Coleman wished the public to know and what he wanted to impress upon Congress were two vastly different things.

In the official news release published by the Transportation Department, the policy statement was distilled through coils of high-sounding phrases. The perfumed language was intoxicating.

Coleman, for instance, was said to refer to the need for a "healthy and responsive transportation system."

Minus any detail, the blurb further hinted that the federal government must support the evolution of transportation by "reinforcing the strengths of our system and shoring up its weaknesses."

The blurb might more accurately have read—"reinforcing the strengths of our *railroad* system and shoring up its weaknesses." For that was the real message in a close reading of the policy statement.

Coleman's 53-page missive said flat out that higher highway user fees on trucks could help the railroads to compete better in hauling the nation's freight. He also suggested a new tax on inland water barges.

Successful freight-moving industries, Coleman seemed to be saying, should underwrite railroad ineptness. Take from Peter to revive an ailing Paul.

By way of supporting his argument that motor carriers and water barges should be taxed, Coleman displayed an astonishing "forgettery" of history.

He noted that water carriers, for instance, did not pay any taxes on waterways, but that the federal government spent huge sums of money on dams, locks, etc., each year. On the other hand, Coleman said, the nation's rail freight carriers build and maintain their own rights-of-way and *often* pay taxes on them. He neglected to mention that Congress, in the first instance, gave a bonanza in land to the railroads more than 100 years ago.

So far as trucking was concerned, Coleman noted, it was true that operators pay various user fees and taxes for highways. But, he implied, perhaps it was not enough. For that reason, said the Secretary of Transportation, his department is making a "new study" of whether motor carriers shoulder their fair share of the cost of building and maintaining highways. He added that the last previous study "indicated underpayment."

An analysis of Coleman's policy statement shows beyond doubt that the Administration has narrowed its focus to a point where it hopes to bludgeon Congress.

The reason is obvious. It is Congress that must approve newer or higher taxes on motor vehicles and barges. It is Congress that must ladle more cash to the thirsty railroads.

Coleman's masked pitch was clothed in the cotton candy of a policy statement which included this sentence: "A national transportation policy should be a living evolving process *responsive to changing conditions and public perception of transportation needs.*" (Italics added).

You would have to travel far to find a better "free enterprise" declaration than that.

The trucking industry especially in recent years has taken the lead in the very thing Coleman was talking about. It has definitely responded to changing conditions and public perceptions of transportation needs. Trucking has done the job so successfully that motor freight over-the-road now out-strips railroad freight in the United States.

Whereas Coleman's policy statement referred hazily to the need to free transportation modes "from the encumbrance of outmoded regulatory restraints" (a fancy phrase for deregulation) he had spelled out a more earthy policy earlier in the week. It happened quite by accident.

Coleman appeared before a House subcommittee for a hearing on transportation. He digressed from his prepared text addressed to a proposal to reorganize the northeast-midwest rail system.

The Secretary of Transportation warned that the rail reorganization plan would not work well unless pending deregulatory legislation was passed.

To make sure the congressmen did not misunderstand him, Coleman felt compelled to say that he was not holding the railroad reorganization proposal as a "hostage" to gain desired changes in rate regulation. Yet that was what he was doing.

Coleman need not have over-stepped himself. The House subcommittee chaired by Rep. Fred B. Rooney of Pennsylvania, already had received "very fine cooperation" from the Department of Transportation and the Interstate Commerce Commission.

Rooney's subcommittee hearings on the proposed Railroad Revitalization Act ended in November. Under the mandate of the proposal, railroad rate deregulation would be assured to the detriment of motor carriers.

"NOW, Secretary of Transportation William T. Coleman, Jr., wants to increase the highway user's tax already imposed on the trucking industry. He reasons that such a tax would put the railroads in a more competitive position.

"Secretary Coleman tells us that a Transportation Department study shows that while trucks already pay a user's tax, it is not high enough.

"What perplexes me about such schemes is that the reward for good service and reasonably good wages for those employed (as in trucking) is always higher taxes. The reward for poor service, poor management—as in the railroads—is government subsidies, loans and grants, all at the taxpayers' expense."—General President Frank E. Fitzsimmons in the October, 1975 issue of *The International Teamster.*

One of the major provisions of the Rail Revitalization Act would authorize the Secretary of Transportation to guarantee loans to railroads. It would also prohibit ICC suspension of rail rate increases or decreases up to 15 per cent annually, and after three years it would prohibit suspension of any rate decrease at all.

Rates, of course, are tied to money and Transportation Secretary Coleman also figured in this aspect of the railroad revival tent show.

Influential leaders of the nation's largest banks already have warned the Ford Administration and Congress that the government share of the cost of rehabilitating northeastern railroads could amount to as much as $15 billion.

Rooney's subcommittee has been working on this. As of late November, the Railroad Revitalization Act was geared to dispensing more than $10 billion worth of financial aid to the nation's railroads.

Oddly, Coleman's testimony was at cross purposes on the subject of money. At one point, he agreed that railroad track needed reconditioning "to move quickly and significantly an increased amount of freight and passengers."

But then Coleman had a complaint. He said such enormous rehabilitation funds would add a burden to the national budget deficit. He contended that even if money could be found for railroads, there would be "better, more intelligent, more effective ways to spend it."

In *Transportation USA*, a Department of Transportation publication, Secretary Coleman spelled out the nub of the question in this manner:

"Two previous secretaries of transportation have wrestled with the complex problems of declining rail fortunes, diminishing rail productivity, deteriorating rail facilities and deepening rail debt. . . ."

It's tough that rail fortunes have declined. If that's a legitimate part of the official description of railroad condition, then it must be pointed out that rail fortunes declined because rail revenue was gobbled by profit so regularly that track and other facilities were allowed to turn to junk that could not deliver the goods. Not even rail debt could reverse the deterioration of rolling stock.

Yet Coleman, in the same message in *Transportation USA*, wrote: "By bringing about meaningful rail reforms this year, we will do more than renew and revitalize the nation's rail transportation system. We will greatly strengthen the economy, help fulfill our energy needs, and bring greater productivity to the American scene."

That would be fine if that's all there was to it.

At the end of World War II it was clear that transportation was changing abruptly in America. There were new high-speed highways. Autos and trucks were improving every year. Air transport was becoming faster. The bus network was booming.

Altogether, they challenged the railroad domain.

Then some bright fellow of the railroad executive clan realized a fact so basic that it had been long overlooked: Rail track then carried both freight and passengers in separate trains. The solution was simple—get rid of the losing passenger business and concentrate on the profitable freight business.

By the beginning of the 1970's, the policy began to bear fruit. All sorts of rail passenger lines were bankrupted. Passenger spurs were abandoned as service was curtailed. Equipment was allowed to rust.

Then came that magic moment in 1971 when the federal government donned its Santa Claus suit, plunged down the chimney, and formed Amtrak to serve the rail transportation needs of people living in densely populated areas. Railroad barons were jubilant with its arrival.

Amtrak meant they had succeeded in getting the government to *nationalize* the losing part of the railroad industry. It was a perfect illustration of what has come to be called corporate socialism.

So what happened is that the railroads kept the kernel and the government took the chaff. Railroad greed might have been expected to learn something from the past, but it did not. It kept gulping profits without maintaining track and equipment, and now is emboldened enough to make a frank plea for outright subsidy at the taxpayer's expense. And that's what Congress is being euchered into today.

The current attack on motor freight and water barge transport, aided and abetted by the Secretary of Transportation, is but a new wrinkle to the old shuffle. The goal is the same, however, and that is to con the government out of its gold.

Trucks and barges have been set up as the villains. This is unmindful of the fact that, operating without huge government subsidies they have proved themselves more effective and economical as transporters of freight than are railroads. The proof is in the overall conditions of the three industries.

Trucking and barge companies take profits, too, but they are wise enough to know that if they let their wheels and bottoms become tacky, they will go out of business. So they stay in shape.

It was for these reasons that Teamster General President Frank E. Fitzsimmons wrote in the October issue of *The International Teamster:*

"If this is a free enterprise system—and I am certain Secretary Coleman would tell us it is—then I believe that industries which provide good service and have good employer-employee relations should be rewarded, not punished, as Secretary Coleman proposes.

"What we seem to have is free enterprise for the trucking industry and socialism for the railroads. And, going on the record of past performance, socialism for the railroads hasn't reaped many benefits for this nation."

MISCELLANEOUS

Consumer Hints

Money Book Offers You a Guide Through the Financial Jungle

HAVE YOU ever bought a house, fought a wayward computer, tried to figure out an insurance policy, or wondered about buying stock? Did the confusing money maze you faced stymie or enrage you? Do you ever get that uncomfortable feeling that you ought to be able to manage better than you do?

A new book by economic and financial columnist Sylvia Porter, entitled *Sylvia Porter's Money Book,* may be able to help you next time around. According to its subtitle, it tells you How to Earn It, Spend It, Save It, Invest It, Borrow It—And Use It to Better Your Life . . . MONEY, that is.

Students, couples or singles just starting out, those planning for a child's college education, and middle aged and senior citizens planning for or in retirement can all gain helpful advice on stretching their dollars from the book. There isn't much in your life it doesn't touch on, from applying for a credit card to buying a house to investing in stocks and securities.

If nothing else, it will serve as a dictionary to the jargon you'll encounter while making most financial transactions. It explains such exotic terms as amortization and encumbrances (used in housing contracts) in clear language so you understand what the realtor is talking about.

Broadly classified as Everyday Matters, Milestones, Managing Your Money, and Your Rights and How to Get Them, Porter manages to encompass just about everything you need to know.

It runs the gamut from grocery shopping to getting redress when you have a complaint (with anything—from a product to your job). The basics of checking and savings accounts, do's and don't's of careers and job-hunting, the myriad chores of buying, furnishing, maintaining and protecting a home, are all discussed. Porter even outlines the basic consumer and worker protective legislation enacted so you can figure out whether you have a protected right under the law that is being violated.

Some parents may want to point out *Money Book* to any of their teenagers who have the opinion that money grows on trees. It will give them a good dose of realistic day-to-day economics. For that matter, it would make a useful wedding present.

Money Book is a compendium of down-to-earth, sensible information. It's been on best seller lists for weeks, so a lot of people are undoubtedly putting its suggestions to good use.

Since the book lists at $14.95 for a hardback copy, you may want to read your library's edition before deciding whether to buy your own copy.

This "everything" book, at 1105 pages, may seem too heavy to wade through, but actually it is an easy-to-read advice book for anyone who's worried about spending hard-earned money carefully. And who isn't, the first time they buy a house, have a baby, get a job, send a kid to college, or retire? That's why it has something for everyone.

Practical Advice

Survival Tips Offered To Help Recent Widows

THERE is the sad fact that every year there are thousands of women who very often have to face unexpectedly the deaths of their husbands.

Virginia Knauer, Special Assistant to the President, has put together some advice for the new widow who needs practical, factual help as well as emotional assistance.

Mrs. Knauer, who also directs the Office of Consumer Affairs for the Health, Education and Welfare Department, stresses that widows—especially younger women with dependent children—must know what financial help is available to them and where to get it.

There are Social Security benefits, for example, that may be utilized. Death payments are available to a widow immediately, but she must apply for them at her local Social Security office and provide the following documents:

—The husband's Social Security card or record of his number.

— Her own birth certificate.

—Proof of the children's ages, if she is seeking benefits for them.

—A copy of the previous year's income tax return or W-2 form.

—Husband's death certificate.

Another area in which a widow sometimes needs help is in terms of insurance policies and how to follow up on them. Knowledge of the husband's life insurance policies is necessary, also any credit insurance that would pay for the family car or mortgage.

Sometimes professional or fraternal organizations might have group life insurance that applies to a specific case. Also, salary or survivor's benefits might be due from the employer.

Mrs. Knauer reminds that veteran's benefits may be available, too, if the husband was an honorably discharged veteran and if the wife meets certain conditions. The Veterans Administration can assist on this matter.

It is a good idea to check the safe deposit box as soon as possible for documents, policies, stocks or bonds. It also might be well to look back over cancelled checks for clues to payments on other financial holdings.

Phoning local banks to inquire whether there may have been savings accounts in the husband's name—that the wife may not have known about—can sometimes provide a welcome bit of aid.

Of course, Mrs. Knauer notes, a widow would know all of these things had her husband sat down in advance and made a checklist of all important family papers. However, many do not.

A survivor's checklist should contain details about wills, policies and other family documents and can save a lot of headaches for the survivor.

For help in preparing a checklist, Mrs. Knauer recommends writing for a copy of the federal government's "Guide to Keeping Family Records." It may be obtained from: Keeping Records, Pueblo, Colo. 81009.

MISCELLANEOUS

Facts 'n' Figures

Auto Pooling is Big Saver For Those Driving to Work

BY POOLING a car with but one other person, a motorist can save as much as 50 per cent in his cost of driving to work.

The expense decreases as the number of car poolers increases in an auto, and, depending upon the size of car—standard, compact or subcompact—the savings can mushroom even more.

Gasoline costs are the fulcrum of driving-to-work expense. Parking fees, insurance, depreciation and maintenance and repair are generally close to even across the board.

Carpooling's advantages as a money-saver have been tabulated in a handy reference form by the Federal Highway Administration (FHA). Costs are determined on the basis of distance driven, size of car and number of passengers.

Dollar savings in a personal sense are but one of the advantages, notes the FHA. Carpooling also means less driving, a guaranteed comfortable seat (as opposed to bus travel), reduced road congestion, and—if there are enough poolers—fewer parking problems.

From a national domestic viewpoint, carpooling leads to a reduction in air pollution. It also means a saving in energy resources. Furthermore, it means increased traffic safety.

FHA spokesmen say that 20 million commuters in the United States today travel by carpool, more than twice the number of riders in buses and on fixed rail systems.

Go-to-work traffic in the U.S. today is estimated by the FHA to be composed of about 50 million autos carrying an average of 1.4 persons per unit. However, 75 percent of the autos contain only the driver.

Simply doubling-up in commuting automobiles would remove about 15 million cars from rush-hour traffic, according to the FHA, and save more than half a million barrels of oil daily.

If it were possible to raise the occupancy rate of cars being driven to work to 3.2 persons per auto, it is estimated the energy conservation would total more than one million barrels of oil a day.

CARPOOLING CAN SAVE MONEY

(Source: Department of Transportation)

Home To Work	Item	Subcompact (Pinto, Datsun, Vega, VW, Colt)	Compact (Nova, Dart, Maverick, Pacer)	Standard (Matador, Cutlass, LTD, Caprice)
10 Miles	**Cost of Driving to Work Alone**			
	Gasoline and Oil	$128	$176	$234
	Maintenance and Repair	97	109	130
	Parking	145	145	145
	Insurance	166	176	189
	Depreciation	110	143	250
	Total	$646	$749	$948
	Savings Per Person in a:			
	2-Person Carpool	$281	$332	$427
	3-Person Carpool	361	427	553
	4-Person Carpool	402	474	617
	5-Person Carpool	425	502	654
15 Miles	**Cost of Driving to Work Alone**			
	Gasoline and Oil	$193	$264	$352
	Maintenance and Repair	145	164	195
	Parking	145	145	145
	Insurance	166	176	189
	Depreciation	166	215	374
	Total	$815	$964	$1,255
	Savings Per Person in a:			
	2-Person Carpool	$366	$438	$581
	3-Person Carpool	473	569	758
	4-Person Carpool	528	635	847
	5-Person Carpool	559	674	899
20 Miles	**Cost of Driving to Work Alone**			
	Gasoline and Oil	$257	$352	$468
	Maintenance and Repair	193	218	260
	Parking	145	145	145
	Insurance	166	176	189
	Depreciation	221	286	499
	Total	$982	$1,177	$1,561
	Savings Per Person in a:			
	2-Person Carpool	$449	$545	$734
	3-Person Carpool	585	712	963
	4-Person Carpool	654	796	1,077
	5-Person Carpool	693	845	1,145
25 Miles	**Cost of Driving to Work Alone**			
	Gasoline and Oil	$321	$440	$585
	Maintenance and Repair	241	273	325
	Parking	145	145	145
	Insurance	166	176	189
	Depreciation	276	358	624
	Total	$1,149	$1,392	$1,868
	Savings Per Person in a:			
	2-Person Carpool	$533	$652	$887
	3-Person Carpool	697	854	1,167
	4-Person Carpool	778	955	1,307
	5-Person Carpool	828	1,016	1,390

MONEY MANAGEMENT

28% of Population Can't Figure Change From $20 Bill

THE U.S. OFFICE of Education recently released a four-year survey of adult literacy and came up with an astonishing statistic: Twenty per cent of all adult Americans have difficulty coping with necessary everyday skills like shopping or getting a driver's license!

"It is surprising, perhaps even shocking," the report said, "to suggest that approximately one of five Americans is incompetent or functions with difficulty and that about half of the adult population is merely functional and not at all proficient in necessary skills and knowledges."

The $1 million project, conducted by the University of Texas at Austin, attempted to redefine literacy and measure the competence of a person to function in an adult world.

The study was based on five national surveys of adults measuring reading, problem solving, computation and writing, and the ability to apply these skills to everyday life situations involving jobs, health, government and law, community services and consumer economics. In sum, they wanted to find out how well people coped with the world they have to live in.

"As long as 'literacy' is conceived to be nothing more than the ability to read and write one's name, or to score at some low grade level on a standardized test developed for children, then the United States probably does not have a significant problem," the report said.

But skills necessary to function as an adult or to cope with everyday demands require more than such basic knowledge. They include such essentials as reading job notices, making change, maintaining good health, locating community services, and understanding insurance or income tax concepts, the report added.

By these standards, 19.7 per cent of Americans aged 18 and older "function only with difficulty," and another 33.9 per cent "are functional, but not proficient," meaning they just get by. Only 46.3 per cent of those tested ranked in the proficient range.

Almost 30 per cent or 34.7 million persons aged 18 to 65 years of age flunked consumer economics and another 39 million were "functional but not proficient in such tests as reading a newspaper grocery ad."

In computations, such as determining the unit price for various sized boxes of breakfast cereal, 39 million adults fell into the lowest scoring category and another one-fourth, 29.5 million, were in the medium range, suggesting they could barely do it, according to the report.

The extensive testing also revealed that given a drugstore receipt itemizing and adding up purchases, 28 per cent of people tested could not figure the correct change from a $20 bill.

Checking skills in nine areas measured through tests and interviews with thousands of adults during the four years, the researchers said they found the picture to be more dismal than had been believed previously.

This study is interesting, not only because of what it tells us about our adults, but for what it indicates about our young.

In Fall, 1975, the nation's college enrollment reached an all-time high of 10.6 million students, as a growing number of high school graduates entered the nation's state, local, and private colleges, in search of "higher education."

This country has students preparing for college and advanced degrees who do not know how to balance a checkbook, much less apply for a loan or grant to help pay their way through! Society might ask 'what are they going to college for,' if they haven't even learned to function in the everyday world during their high school years.

Clearly, the nation's high schools have some problems if their graduates don't know how to make change.

A growing number of consumers, strapped by inflation, are trying to save on food costs that now range as high as $62 a week for a family of four on a "moderate budget," yet according to the Office of Education's statistics over one-third can't even figure out which can size is the best buy or how many servings they will get out of one package!

To use unit pricing or a mortgage RESPA form, a consumer has to understand some financial basics before he can employ aids provided to save him money. They won't help him if he doesn't.

Consumer education isn't an easy problem to solve for the adult population. Steps can, however, be taken to ensure that the problem of consumer-related "illiteracy" doesn't continue unchecked.

If the problem can be eliminated at the high school level, then, hopefully, students can take the information home and help their parents understand the new systems, if necessary. But at least steps would be underway to help alleviate the problem.

A problem does exist, as evidenced by a three-state random survey done by the IBT after the Office of Education report was released. The findings of this admittedly sketchy inquiry indicated that something needs to be done to educate students in this area.

A telephone check of the District of Columbia, Maryland and Virginia areas revealed that it is, in fact, highly possible for students in these states to graduate from college preparatory, trade or business courses in any of these areas and never have learned to balance a checkbook, pay a bill, or cut down on grocery expenses.

According to officials in the Offices of Education of Fairfax County, Va., Montgomery County, Md., and the District of Columbia, none of these states lists any kind of consumer or economics-related course as a *requirement* for high school graduation.

While they do list a certain number of math, science, english and social studies courses as mandatory for graduation, the closest most public schools came was a required seventh-grade home economics course for girls. (The boys take a shop course.)

As two educators pointed out, any course that would teach a student such basically necessary skills as budgeting or writing a check would be "elective." What that means is that many students could graduate without any background at all in these areas.

While the overall quality of education has advanced in recent years, preparing more and more students for serious, well-paying career opportunities or higher education, this area has been glaringly omitted from most school curricula.

Few states now require students to take courses in economics, consumer protection, or anything else related to the handling of money, or the protection of consumer rights.

Most schools offer such courses, regardless of whether the student takes a trade, vocational, business, or college preparatory (academic) program. THE POINT IS THAT THEY DON'T REQUIRE STUDENTS TO TAKE EVEN ONE COURSE THAT MIGHT PREPARE THEM FOR SITUATIONS THEY'LL ENCOUNTER DAILY IN LIFE, ONCE THEY JOIN THE WORKFORCE, AND BECOME CONSUMERS, CITIZENS, AND PARENTS!

WHY! ! ! The state ensures that children get necessary immunizations against disease by having schools check student vaccination records at certain grade levels. The state and federal governments ensure that no student is denied a college education because he can't afford it.

Yet no one takes the time to ensure that all students coming out of the nation's schools have a working knowledge of how to handle money. What could be a more important function of the education process?

This deplorable situation should be remedied. Parents and concerned citizens should query their state and local legislators about the state's legal requirements for high school graduation, and the content of the different courses students are taking.

It would be a relatively easy thing to require that instead of taking, say three social studies courses, that one course mandatorily be economics or consumer-oriented.

For that matter, schools could develop a course devoted to consumer economics to make students aware of these concerns.

Few of us are required to write scholarly papers or do complex mathematical equations in our heads in seconds as we go through life but all of us daily need to know how to write a check, read a help-wanted ad, apply for welfare, claim insurance benefits after a car accident or job-related injury, or file a hospitalization claim.

These are the things at least one-fifth of all American citizens CANNOT do, according to the Office of Education's study.

It's difficult to demand that a city or a country be fiscally responsible if its citizens don't understand economic basics. There's no way to police your legislators, if you can't detect a shady financial dealing and kick them out of office. For that matter without some knowledge of due process, a citizen won't even know when his legal rights are being violated.

It's great for Ralph Nader and Virginia Knauer (the President's Advisor on Consumer Affairs) to demand ounces, calories, net weight, servings and vitamin breakdowns on boxes, bags and cans—but if people can't understand what they're reading, they'll never be able to use that information.

You can pass a law saying people have a right to question charge account billings, as was enacted recently, but you're still faced with the problem of showing people what to do to comply with the requirements to gain from the measure.

The nation's schools seem the logical place to start. Then perhaps, we'll spawn a new generation of consumers who'll be better able to conserve our diminishing resources, be they edible foodstuffs or valuable energy supplies, because they've been given the economic tools they need.

Perhaps the best solution to the problem would be to make mandatory at least one course such as consumer education, economics or math as it relates to daily life, since most schools offer such "elective" courses in their curricula anyway.

A seventh grade shop or home economics course certainly isn't going to prepare the average student for the complexities of running a home or doing the thousands of things adults must do.

Perhaps other states should move as the State of Ohio has. In Ohio, state law requires every graduating student to have at least one course in consumer education before he or she graduates. While this may not solve all the problems such studies reveal, it would at least guarantee that our young are not thrown into the world totally defenseless against the problems they'll encounter.

What can you do? Contact your school district or your state legislator. Find out what state law mandates your child must learn before he graduates. Attend school board meetings. Talk to your child's school principal. Get involved. Learning how to conserve one's earnings has to be at least as important as physical education, shop, art, and other "electives" made available by the schools.

Check with children's school guidance counselors. Make sure they encourage all their students to take at least one such course during their school years.

Write letters. Make others aware of the situation at PTA meetings if you find that a problem may exist. Sometimes a phone call is enough to discover there is a problem.

Calls to two areas by the IBT elicited the information that such courses were "electives" and wouldn't have to be taken by any student. Another school official volunteered the information that "it is highly conceivable that a student could go through four years of high school and never take a course to teach him or her anything about budgeting, consumer economics, etc." You may discover a problem . . . and decide it might be worth the time it takes to help resolve it.

Above all, impress on your children why it's important to them, and their futures, that they have this knowledge. Such a course can look dull in a catalog or schedule, but the information will be used every day of their lives.

LEGISLATIVE REPORT

Fiscal Favors

Vanik Study Shows Why Congress Should Cut Corporate Tax Dodges

TERMING THE taxpayer's chance of rivaling big business's tax dodges "miniscule," Congressman Charles Vanick (D.-Ohio), has called for a complete overhaul of the U.S.'s present tax code.

Congressman Vanik recently submitted his fourth annual tax report to Congress—comparing the 1974 profits of 142 corporations to their annual federal income tax payments.

The study attempts to show the lopsided treatment currently afforded taxpayers and small businessmen and demands solutions to the problem of shrinking corporate taxation. It was based on corporate disclosure statements and other publicly available records.

Overall, Vanik said, "expert Congressional accountants have determined that the average tax rate paid in 1974 by most big businesses was 22.6 per cent. The rate mandated by law is an average 48 per cent . . . almost twice as high."

And those "figures are approximate," Vanik said. "It would not be unfair, however, to say that if anything, these figures and the computed effective tax rates are very kind to the corporations."

"In 1974 there were eight companies in the study who were able to escape paying federal corporate income taxes completely despite a total profit of $843,974,000," he noted.

They included such well-known names as Ford Motor Company, Lockheed Aircraft Corp., Honeywell, U.S. Industries, Inc., American and Eastern Airlines, American Electric Power Co., and Allstate Insurance Co.

"Additionally, there were 18 companies who were able to pay an approximate effective U.S. income tax rate of 10 per cent or less, or $270,430,000 in taxes on $5,322,683,000 in profits," Vanik added.

Among them were Consolidated Edison of New York (less than 1%—approximate 1974 effective tax rate), Occidental Petroleum Corp. (1.6%), The Chase Manhattan Corp. (2.9%), Texaco, Inc. (3.3%), Bankers Trust New York Corp. (4.8%), Northwest Airlines (5.2%), Mobil Oil Corp. (5.3%), Texasgulf (6.1%), Pennzoil Co. (7.1%), Bank America Corp. (9.9%) and Commonwealth Edison Co. (10.0%).

Note that Texaco, Mobil, Occidental Petroleum, and Pennzoil all reaped profits, yet paid little out to the government. Their returns this year, should the Presidentially-sought end to price controls come, may reveal even larger discrepancies.

". . . These corporations were able to completely avoid paying federal income taxes or keep them to an absolute minimum without breaking any laws. They have instead taken very effective advantage of the numerous 'incentives' and business sector 'stimulants' that have come to be an established part of the United States Tax Code," the Congressman emphasized.

"The figures on 1974's corporate tax rates continue to show that for large corporations, the 48-per cent corporate tax rate is usually fiction—corporations are able to avoid to a large extent the statutory corporate tax level."

Congressman Vanik's figures are enough to assure the average consumer that, compared to big business, he just isn't getting a fair shake. In fact, he's paying through the nose so select corporations and their stockholders can gather in those dividend checks.

The attached chart shows who is actually paying the larger share.

"Despite this deplorable level of corporate nontax-payment, business lobbies and the administration are pushing hard for new and additional tax breaks in their drive to enhance capital formation. But if U.S. corporations are already paying little or nothing in federal income taxes, it makes no sense to give them additional tax relief in an effort to stimulate investment capital, Vanik told Congress.

"For every revenue dollar lost to incentives or tax stimulants or just plain tax loopholes, the American public reaches into its pocket for another dollar to replace it," he emphasized to the legislators.

Congressman Vanik was one of the speakers at the International Union's economic conference last March who talked with some sense about workers' gut issues.

"The tax program that we've written right now is creating more inequity than any kind of law that we have passed in the last 10 years," he said then, about the 1974 tax reform measure.

"What we're doing is shifting more and more of the burden from industry, from business, from commerce onto your shoulders; and that's where it's moving. And that's why you must not let go of your deep, profound, effort to see that we bring about some semblance of tax justice by continuing our efforts to eliminate loopholes and clean up the corporate structure."

Vanick's words are just as true today as they were last March. Taxpayers must be vigilant, more than ever before, to make sure that Congress gives them as fair a shake as it gives monied, big business interests with those corporation credits, carrybacks, carryforwards and other tax advantages.

FEDERAL BUDGET RECEIPTS BY MAJOR SOURCE

(Burden of supporting the Federal Government has increasingly shifted to the individual taxpayer—individuals frequently pay a higher rate of tax than the profitable corporations for whom they work; in percent distribution)

Major Source	1967	1970	1974	1975 est.
Total receipts, by source	100.0	100.0	100.0	100.0
Individual income taxes	41.1	46.7	44.9	43.6
Corporation income taxes	22.7	16.9	14.6	14.5
Social insurance taxes and contributions	22.3	23.4	31.67	30.8
Excise taxes	9.2	8.1	3.7	5.9
Customs, estate, and gift taxes	3.3	3.1	3.2	2.9
Miscellaneous receipts	1.4	1.8	2.0	2.4

LEGISLATIVE REPORT

White House vs. Hill

An Energy Plan at Last? Maybe!

As petroleum industry economists predicted massive increases in oil imports in late November, President Ford and Congress neared a decision on national energy policy, ending a game of political cat-and-mouse that has gone on since last January.

In mid-November, Congress passed another extension of the federal system of oil price controls so it would have time to complete action on a major energy bill, reportedly ready to be sent to the President. The extension also gave President Ford more time to review Congress's proposed long-term energy program before deciding whether to accept or reject it. A White House spokesman said the President had no objections to the extension which continues through December 15.

The U.S. oil industry has been subject to price controls (if that's what you can call them, with such inflated profit levels) since August 14, 1971. President Ford had proposed letting those controls expire, contending that the higher prices that would result would force Americans to use less fuel and give the industry incentives for increasing production.

Health Bill Fizzles In Congress

National Health Insurance legislation was given a high priority in Congress a year ago but now appears to have fizzled.

Congressional observers are certain the proposed measure, strongly supported by organized labor, will not become law this session.

National health bills have advanced no farther than subcommittee hearings. A troubled economy and dwindling support on Capitol Hill are regarded as the reasons for the inaction.

Some expect the health measure to revive in 1976 when its election-year appeal may be stronger.

Congressional Democrats, along with labor, have maintained that there is no assurance that higher prices would bring more production. Instead, they have contended, higher prices would result in more unemployment and inflation. This basic dispute may now be near an end, sacrificed to the expediency of getting legislation passed.

Congressional conferees reached agreement November 12 on an oil-price plan that would roll back fuel prices for about two years and end price controls in March, 1979.

Ford Administration energy officials have offered their reluctant support for the compromise, but the White House said the President wouldn't decide whether to veto the measure until he sees the entire package in writing.

Polygraph Defeated In Strike

Probably the only strike ever waged against an employer's use of polygraph—so-called "lie detector"—tests was won by workers striking a record and book store in Washington, D.C.

After 100 days of watching pickets parade, the store's owners agreed to reinstate the strikers and pay severance to others who did not want to return. Also, the company agreed to discontinue its practice of polygraph tests for employees.

Because the bill is so complex, congressional aides needed time after conference committee passage to get it into shape for final action. It was scheduled for final approval by both the House and Senate in early December.

Without passage of the oil controls extension, oil companies would have been free, as of November 15 when the previous extension expired, to raise their prices for the first time in four years.

Should Ford accept Congress's compromise energy plan, congressional backers say oil prices may actually decrease for a number of months.

Federal Energy Administrator Frank Zarb, among others in the Ford administration, has endorsed the new bill. Zarb denies that the legislation will result in a price reduction for consumers, however. Despite Zarb's acceptance, some conservatives have strongly attacked the measure for what they said was its failure to encourage U.S. oil production and its grant of new investigative powers to the energy administration.

In an interview with Scripps-Howard newspaper editors in mid-November, the President indicated he might approve the plan. "Congress has come a long, long way since January when some members were talking of a 20 cent gasoline tax and some were talking of quotas," he said. "It appears that it (legislation) does approach the phased decontrol program I proposed. So, it has a lot of appeal."

The bill would force some conservation steps, push fuel prices down but allow them to rise gradually, set gasoline mileage standards for cars, nudge Americans toward alternate fuels, and give the President power to ration gasoline in an emergency.

Congressional economists estimated the legislation would result in an immediate 3.5-cent reduction in the price of a gallon of gasoline or heating oil. Prices would begin rising above today's level in mid-1977, going from the present 60-cent per gallon average for gasoline to about 63.5 cents if other factors remain constant.

If signed into law, the bill would establish a national energy policy and resolve a year-long impasse between the Democratic Congress and the Republican White House.

LEGISLATIVE REPORT

It Took a While

Congress Clears Situs-Picketing; Sends It to President for Approval

(Editor's Note: As the December issue of International Teamster went to press the construction situs picketing bill had just passed Congress and awaited President Ford's signature. The bill, if enacted, would permit unions greatly broadened authority to picket at construction sites.)

THE SENATE, before its Thanksgiving recess, passed long-awaited legislation permitting building trades unions to picket an entire construction site even if the dispute is only with one subcontractor, and sent the administration-backed measure on to the President.

Tied to the bill was a second major provision setting up new machinery to try to bring quicker and less inflationary settlements of labor disputes in the construction industry.

President Ford had said he would sign both proposals if they reached him at the same time.

The bitterly contested on-site picketing legislation, known as the common site (situs) picketing bill, has been before Congress for 25 years. It was strongly supported by organized labor, including the Teamsters, and was heavily opposed by the construction industry and major national business organizations, including such groups as the National Right to Work Committee, the U.S. Chamber of Commerce, and the Associated General Contractors.

The measure, in effect, overturns a 1951 Supreme Court ruling that a union could picket only the subcontractor involved in a dispute. The Court held then that picketing the entire site would be illegal under the Taft-Hartley law because it would amount to a secondary boycott.

Labor's position over the years has been that the building trades unions are seeking only the right which industrial unions already have to use picketing as a bargaining tool. In the construction industry, the general contractor and subcontractors are engaged in a single, coordinated enterprise and should be treated as one entity, rather than as separate interest groups, unions have maintained.

Labor Secretary John Dunlop helped labor's prospects of passage earlier this year by drafting the companion measure to restructure contract bargaining in the construction industry. Labor has generally accepted this bill, if situs can be passed in tandem with it.

Both situs and the collective bargaining measure passed the House in July as separate bills. In November Senate action, however, they were combined in one piece of legislation. The bill then went to President Ford.

Groups opposing the measure's passage have attempted to persuade the President to change his mind about signing it.

Ford indicated he would sign the situs bill if it came to his desk at the same time as the bargaining bill, a request Congress complied with. The legislation awaits his signature at this time.

OSHA Attack Blunted In Congress

A congressional committee has deleted from job safety and health legislation a Senate amendment that would have denied worksite protection to nearly 3 million workers.

The amendment would have limited the enforcement authority of the Occupational Safety and Health Administration by exempting from federal inspection all businesses with three or less employees.

Also knocked out was an amendment that would have limited to $50 the penalty for non-serious job safety violations.

The proposals were opposed by Secretary of Labor John T. Dunlop. Lending support against the crippling amendments was the International Brotherhood of Teamsters.

On School Busing

Paul W. Priddy, president of Teamster Local 89 in Louisville, Kentucky, recently testified before the Senate Judiciary Committee in favor of a constitutional amendment on forced school busing. Priddy told the committee the people ought to have the right to vote on the issue. Shown with Priddy (at mike) is Doug Borders, Local 89 assistant business agent.

$15,300 Maximum

Social Security Change Scheduled for January

THE maximum amount of earnings in a year that count for Social Security will automatically increase to $15,300 next January 1st—up from this year's maximum of $14,100.

That means the maximum social security tax a wage earner pays next year will be $895.05, compared with $824.85 this year.

James Cardwell, commissioner of Social Security, said also beginning next year the maximum amount that a beneficiary can earn and still get all his checks will increase to $2,760 in a year under the same automatic increase provisions of the law. The 1975 figure is $2,520.

Cardwell said people who earn more than $2,760 in 1976 may still get some Social Security benefits, but every two dollars they earn above $2,760 may cause a reduction of one dollar in their benefits for the year.

No matter how much a Social Security beneficiary earns in 1976, he can get his full benefit for any month in which earnings are not more than $230. The 1975 limit was $210.

The Social Security tax rate, now at 5.85 per cent of taxable earnings for employees and employers each, and 7.9 per cent of taxable earnings for self-employed people, will remain unchanged in 1976.

Social Security changes, Caldwell noted, are determined on the basis of a formula in the law which automatically produces a result based on reported statistics.

The formula is designed to keep both the contribution and benefit base—and the retirement test exempt amount—up to date as average wage levels rise throughout the nation.

Caldwell estimated that 18 million workers—one of every five covered by Social Security—will be affected by the 1976 increase because of having earnings higher than $14,100.

The increase in the base will result in additional revenue of $2.1 billion on 1976 earnings.

Sunoco Oil's Political Action Worker Plan

Sun Oil Co., also known as Sunoco and with a history of anti-unionism, recently came up with an idea for an "employee political action fund."

The plan calls for Sunoco management *alone* picking the fund managers and management *alone* deciding what anti-labor candidates will get the contributions.

A Sunoco executive, when asked if the company's employees would be pressured to contribute, commented nonchalantly, "But that's the way the world is."

States Slate Primaries For Next Year

Primary dates scheduled so far by a few states for the 1976 presidential campaign are as follows.

March 2—New Hampshire.

March 9—Florida.

March 16—Illinois.

March 23—North Carolina.

April 6—New York, Wisconsin.

April 27—Pennsylvania, Massachusetts.

May 1—Texas.

May 4—Alabama, Indiana, District of Columbia.

May 8—Louisiana.

May 11—Nebraska, West Virginia.

May 18—Maryland, Michigan.

May 25—Idaho, Kentucky, Nevada, Oregon.

June 1—Mississippi, Montana, South Dakota, Rhode Island.

June 8—Arkansas, California, New Jersey, Ohio.

H.E.W. Ruling

HMO Final Regulations Published; Labor Okays Revised Option Plan

FINAL REGULATIONS on the controversial Dual Choice Option provisions of the Health Maintenance Organization Act of 1973 were issued October 24, and have upheld a union's right to negotiate HMO's as a health benefit in contract bargaining.

The ruling came after labor strenuously objected to proposed rules for implementation by the Department of Health, Education and Welfare, which would have required employers to make the plan available by offering it directly to each employee, exclusive of the bargaining process.

Labor rightfully objected to this apparent violation of the National Labor Relations Act, fearing that such an action would set a dangerous precedent for future government interference in the collective bargaining process.

The revised ruling still requires employers to offer the HMO option as part of their health benefits packages, but allows employers to deal with union representatives on behalf of unionized workers, instead of directly with the employees, thus staying within the collective bargaining process entirely.

The HMO Act of 1973 is a federally funded program to provide comprehensive health care on a prepaid basis. To become a qualified HMO and thus eligible for federal assistance, the applying facility must meet certain standards providing a wide variety of medical and health care services.

The HMO member thus receives thorough and more timely care, since he is freed from worry about cost. Hopefully, the system will encourage more people to seek help for illnesses before they become serious medical conditions.

● Manufacturing

Economists in the Bureau of Labor Statistics expect employment in manufacturing to increase about 23 per cent through the mid-1980's and to reach about 3.2 million by 1985.

Legislation, Politics, Government

• NETWORK HIRES SENATORS

ABC television network has hired two U.S. Senators to work as commentators at the political convention next summer. Sen. Barry Goldwater of Arizona will face the microphones at the Republican convention while Sen. George McGovern of South Dakota will work at the Democratic convention.

• NEVER GIVE UP THE SHIP

If it proved anything, World War II proved beyond doubt that naval dreadnaughts are useless luxuries in the world's fleets. But the U.S. Navy never gives up the ship. Recently, House and Senate conferees wisely killed a Navy project to build a nuclear-powered cruiser. It would have cost $1.2 billion.

• WELFARE FUND BATTLE

Some 22 states are suing the federal government for welfare aid funds that have been withheld. Governors are charging that the Health, Education and Welfare Department, in a recent clampdown, changed the rules so as to deny funds retroactively. At the core of the struggle is about $10 billion.

• SUPREME COURT VACANCY

Both men and women were reported under consideration by the White House for a successor to the Supreme Court seat vacated by retiring Justice William O. Douglas. President Ford, described as "feeling a sense of urgency" to have a full court, sent a list of nominees to the American Bar Assn., for a review of their qualifications.

• BANK FAILURE TREND

Federal regulators fear that bank failures may increase in the United States as the recession results in loan losses. Some banks are not expected to make it if there is a New York City default. Eleven banks already have failed in 1975—the most since 1942.

• CONFLICTING HOUSING VIEWS

Carla Hills, Secretary of Housing and Urban Development, cited sales figures to prove her contention that the housing industry will improve without government stimulation. On the same day and 2,000 miles away, Oakley Hunter, chairman of the Federal National Mortgage Association, expressed pessimism about the housing industry's future. He cited inflation as the No. 1 public enemy of home buyers.

• BUSINESS TAX LOBBYING

Big business is planning a vigorous lobbying campaign when Congress begins considering President Ford's tax plan. The prestigious Business Council will give top priority to a goal of more generous depreciation allowances for big business. Their pitch: Inflation waters down existing depreciation regulations, making it tough to replace worn-out plants.

• SENATORS SEEKING MONEY

Twenty of the 33 U.S. Senators up for reelection next year have already started raising money for their campaigns, according to the Federal Election Commission. So far, Sen. James Buckley of New York has totaled the highest figures, raising $326,220 and spending $260,000 in the process.

For Your Information

Recoverable Coal

While the United States has about a fifth of the world's coal reserves, only about five per cent of it is currently recoverable, according to the U.S. Geological Survey.

Estimates by the government agency were made possible by geologic mapping, exploration and study over the past few years by both state and federal agencies as well as private industry.

Altogether, the U.S. holds an estimated 3.9 billion tons of recoverable coal in the ground. Since digging began in America, 42.3 billion tons of coal have been mined—half of that since 1933.

Water Price Tag

The National Commission on Water Quality has come to the conclusion that it would cost between $97 billion and $130 billion by 1983 to clean the pollution from lakes and rivers in the United States.

The commission is preparing a report based on surveys of the situation. The final version is not expected to be completed until early next year. The commission is chaired by Vice President Nelson Rockefeller.

A Defense Department study concluded recently that even under the best conditions of control, the polygraph is accurate as a "lie detector" only 83 per cent of the time.

Women Runaways

Women running away from home were outnumbered by men runaways by a ratio of 300 to 1 about 15 years ago, but there is a new trend now.

Tracers Co., of America, which specializes in finding missing persons, last year handled 1,136 cases of runaway wives and 989 cases of runaway husbands.

Experienced investigators say that women who run away from their lives as housewives typically have been married for more than 10 years.

Arms Sales Booming

The United States is one of the major sellers of weapons for war.

In fiscal 1975, U.S. sales of weapons, support equipment and training services to foreign governments totaled $9.5 billion.

More than half the arms were exported to nations in the Mideast.

Credit Unions

More than 23 million Americans now belong to credit unions, according to an estimate by the Credit Union National Association.

The first credit union was established in 1909 by a church parish in New Hampshire. A minimum of 200 members is usually required for a new credit union to succeed.

The 100 billionth pencil will be manufactured in the United States sometime during 1976, according to the Pencil Makers Association.

Scholastic Aptitude

The College Examinations Board is mystified by a continuing decline in the scores of its scholastic aptitude test used as an admissions criterion by many colleges.

The board has formed a blue-ribbon panel to investigate the causes for a 12-year drop in the scores. W. Willard Wirtz, former Secretary of Labor, will chair the group.

Since 1963, the scholastic aptitude test administered to high school juniors and seniors has resulted in a steady, gradual decline in average scores. The verbal part of the test has dropped from 478 to 434, the mathematics section dropping from 502 to 472.

Mainly, the dwindling scores are adding fuel to a running dispute over whether the quality of education is slipping in the United States.

Antitrust Doctors?

Congress is getting interested in whether the longtime campaign of the American Medical Association against chiropractors is an antitrust law violation.

Documents have surfaced purporting to show that organized medicine has harassed and induced boycotting of chiropracticians. The AMA does not permit chiropractors to belong to the organization.

It is estimated there are now approximately 20,000 chiropractors serving 5 million patients a year in the United States. They are licensed in all 50 states and their services can be reimbursed through Medicare in most states.

The Boy Scouts of America, keeping pace with the times, has added a new merit badge to its list of awards: Consumer Buying.

• Parking Meters

Parking meters in 4,000 communities in the United States gross about $170 million a year and the income to municipalities is certain to increase in the near future.

Many communities, especially the smaller ones, are changing their meters from a nickel-an-hour to the dime meter, the quarter meter and even meters that charge 25 cents for a half-hour.

Parking meters got their start in Oklahoma City in 1935. An early taxpayer suit challenging them for charging money for parking on a public street was lost. The court ruled that it was all right to erect meters to regulate parking and ease traffic congestion.

Meter money in early days was used mainly for street improvements. Now, however, the money most often goes into a city's general fund and is used for other purposes as well.

• 3-Dimension X-ray

About two dozen major medical centers in the United States are cautiously testing a radically new X-ray called a body scanner which photographs the innards in a 3-dimensional manner.

A ring of instruments is set so as to encircle the body and rotates around the person in a half-circle for a 20-second period. The result is an X-ray negative that makes it look as though the person had been sliced in half crosswise.

If successfully tested, the machine could revolutionize diagnosis of many internal ailments.

• Christmas Inventories

Product shortages, especially in toys, may be common during the Christmas shopping period as many retail companies are seeking to avoid large inventories left over as happened last year.

Toy manufacturers, meanwhile, say it will be next to impossible for retailers to get new orders to fill depleted stocks after December 10th.

The caution on inventory building has been common, according to the *Wall Street Journal*, with many companies delaying their orders this year.

The reborn two-dollar bill soon to be distributed will bear on one side a copy of the famous painting, "Signing of the Declaration of Independence."

• What Would You Call It?

Some 207 doctors in 16 states and the District of Columbia collected more than $100,000 in public funds for treating poor Medicaid patients last year, according to the Department of Health, Education and Welfare (HEW).

HEW spokesmen said the highest amount paid was $451,156 to a physician in New York State. The New York *Times* said the doctor was identified by HEW only as "Dr. W. Triebel—but that the department did not yet have his hometown or address."

All told, the 207 physicians banked a total of nearly $30 million in local, state and federal Medicaid funds. That's an average of about $145,000 apiece.

• Gasoline Price Lesson

There are 42 gallons of oil in a barrel.

If the United States imported *all* its oil, an increase of $1 a barrel would mean an average increase of about 2.4 cents a gallon if spread across all petroleum products.

Since oil imports account for about 38 per cent of the country's 16-million-barrel daily consumption of petroleum products, a $1-a-barrel increase could be expected to cause an average hike in U.S. fuel prices of about nine-tenths of a cent a gallon.

The question is—how much of a relationship is there between the actualities of mathematics and the profits of the oil companies?

• Antifreeze Jab

As cold weather approached, the Council on Wage and Price Stability announced that the Union Carbide Corporation's recent increase in the wholesale price of its antifreeze was not fully warranted.

Union Carbide put into effect November 1st a 21 per cent hike. It was the company's third and largest price hike in a year. Since 1972, the price of antifreeze has risen from $1.77 to $3.88 a gallon.

The council said that apparently Union Carbide raised its prices partly to cover costs that would not occur—if at all—until 1976. Such anticipatory pricing was termed "undesirable" by the government agency.

• Teenage Spending

American teenagers continue to set spending records, according to the New York-based Rand Youth Poll.

Youngsters this year have been spending money at an annual rate of $25.3 billion. The estimate is an increase of $600 million over the 1974 outgo.

The poll discovered that while teenage spending gains usually were due to population growth, that this no longer is the case.

The number of teenagers has stabilized at 30 million. The figure is expected to remain constant through 1978.

• IRS Critique

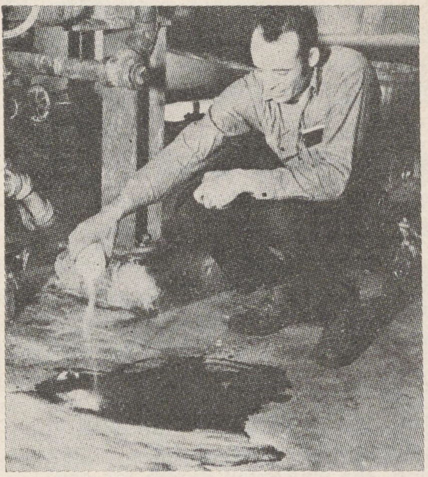
A year-long federal study has concluded that the treatment of American taxpayers by the Internal Revenue Service is often "whimsical, inconsistent, unpredictable and highly personal."

The study was made at a cost of $216,000 by the Administrative Conference of the United States and is considered the most extensive investigation of IRS operations in at least 30 years.

The conference was established by Congress in 1964 to study the workings of government agencies and to make recommendations aimed at improving their efficiency.

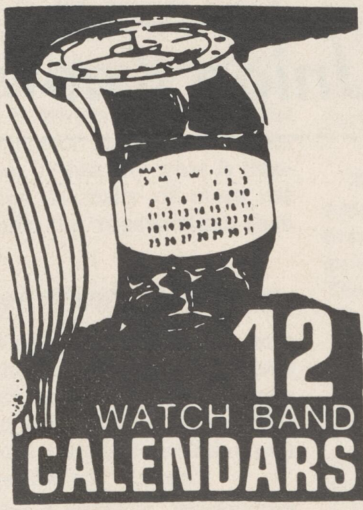
WHAT'S NEW

Super-Sopper



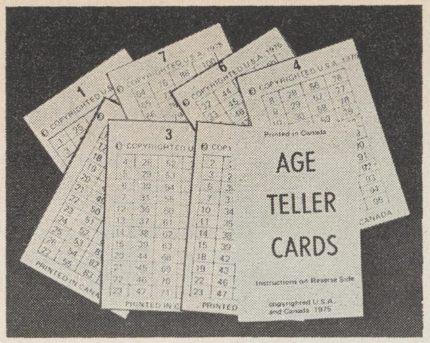
"Zorb-It" is a new non-flammable, biodegradable oil absorbent granular powder said to be capable of absorbing many times its own weight in oil and grease. After allowing it to sit and absorb completely, the product and the absorbed oil or grease then washes down with plain water, according to the producer.

A Month on Your Wrist



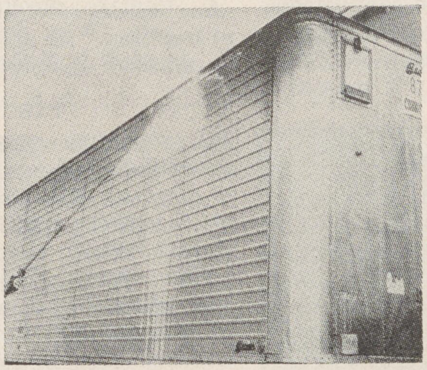
Twelve monthly calendars which clamp on the band of your watch can substitute for or augment a calendar watch. The set of aluminum calendars, with a handy date reminder in a clear plastic protective case, is said to fit any size watch band. This would not, it is to be presumed, include the two-inch-wide leather watch bracelets sometimes seen.

Age-Teller Cards for Jokers



The originator declares that, with these Age Teller Cards, you can tell a person's age in seconds . . . without asking questions. The pocket-sized cards are said to be great at parties, filling the participants with amazement. Ice packs for lumps, caused by ladies whose age-cheating is revealed, may be purchased locally!

Aluminum Cleaner

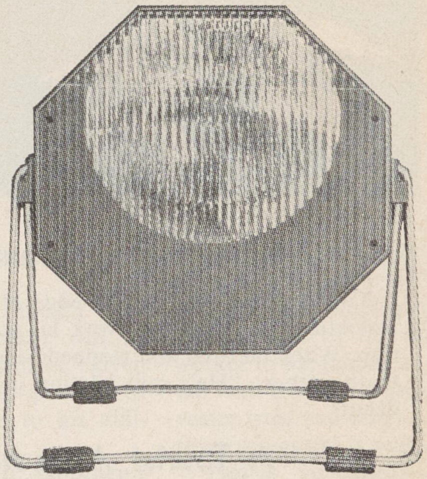


A new liquid non-acid cleaner-brightener for aluminum surfaces is claimed to present no hazards to the wash operators and is biodegradable. It is introduced into the water hose as illustrated and is a mixture of detergents, penetrants, emulsifiers, brightening agents, water softeners and inhibitors. With all that, plus a strong jet of water, you come off with a shiny-clean surface, the manufacturer declares.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Emergency Flasher



Both truckers and private drivers can insure their lives and safety with this emergency flasher which also provides a steady light (such as for changing tires at night).

The large-sized transistorized flasher has about 40 hours' life from five batteries. The heavy case is of corrosion-free plastic. There's a 6-volt, 2.4 watt bulb for flashing and another for steady light. If the flasher should burn out, the steady bulb could be a spare, and vice-versa. The user need not wonder whether the batteries are good because there is a "test" position on the switch.

Unique Back Brush

This unique design for a back brush will make any shower (or tub bath) more enjoyable. The bather simply holds both ends and the four all-around brushes, with thousands of bristles, give the user a refreshing, tingling back massage.

LAUGH LOAD

A Reasonable Assumption

Two six-year-olds on the edge of a fairway were watching a golfer try to work his way out of a sand trap. When he tired and stopped, one of the tads said to the other: "He's quit beating it . . . I guess it's dead!"

A Tourist Attraction!

The government is planning to spend considerable money to shore up the sinking federal building in Philadelphia. With half the money and more imagination they could shore up only half of it and come up with the Leaning Tower of Philly.

A Voice from Above

The amateur theatrical group was putting on a very bad play, very badly, indeed. The romantic male lead clasped the female romantic lead in his arms, looked around and said: "Are we alone?"

From the balcony came the answer: "Not now . . . but you will be tomorrow night!"

Use Fidelity Instead of Surgery

If your child's ears stick out unduly, a surgical operation to correct the taxicab-with-both-doors-open appearance may cost up to $2,500. Suggestion: Buy a hi-fi set, a few popular records, a well-fitting set of stereo earphones and save a couple of thousand!

Just to Make Certain

The mother, sewing, asked her elder daughter: "Where's the baby?"

"She's in her room, mother."

"Well, go find out what she's doing and tell her to stop it!"

A Complete Turnaround?

The (ahem!) stout lady was having trouble going through the turnstile at the self-service store. Observing her difficulty, the cashier shouted: "Turn sideways, lady; turn sideways!"

"I'm sorry," replied the rotund one, "but it seems I don't have any sideways!"

And No Strings Attached?

The husband had been dragged to a classical guitarist's concert by his culture-hungry wife. Trying to make conversation, she whispered during the concert: "What do you think of his execution?"

And he whispered back: "I'm in favor of it!"

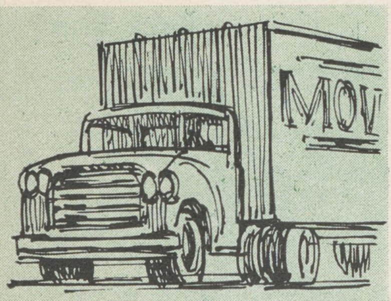
He Was Holy Wrong!

Two inexperienced yachtsmen were storm-tossed on the Atlantic, headed for New York Harbor. One turned from his chart table to the other and said: "I think you ought to take off your hat."

"Why?" asked his worried shipmate.

"Because," replied the amateur navigator, "according to my calculations, we're inside St. Patrick's Cathedral!"

MOVING? *Let Your Local Union Know!*



Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME ....

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(If unknown—check with Local Union)

NAME OF EMPLOYER ....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

FIFTY YEARS AGO
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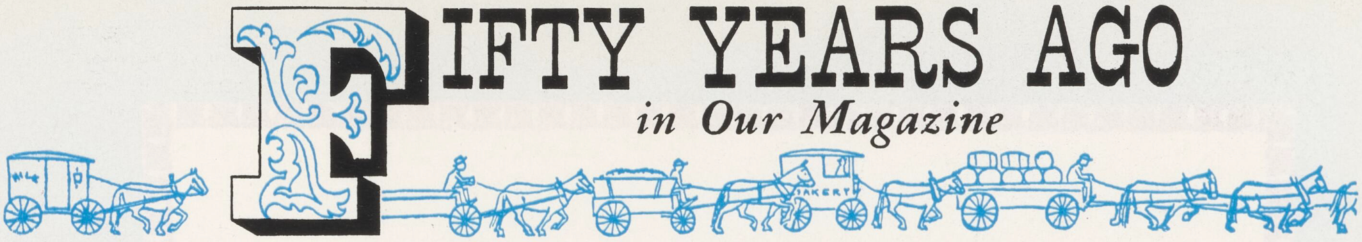

Vol. XXII ***(From the December 1925 issue of the TEAMSTER)*** **Number 12**

Anti-Union Employers Profess Lofty Ideals

St. Louis, Mo.—The National Association of Manufacturers has joined the happy throng whose only object in life is to serve their fellow men. It seems but yesterday that these anti-unionists were condemned by a committee of the United States Senate for corrupt practices to defeat remedial legislation.

But this is ancient history. The manufacturers have turned over a new leaf. They scorn profit and personal gain—they love their employes and the public. At their convention in this city they announced the new revelation:

"The highest function in American industry is not to make profit but to bring betterment of conditions to the worker as well as the owner and to make its product available to the public at a cost as low as possible."

Hereafter the health and safety of the worker will be guarded, and he will be "given incentive for advancement along lines suited to his ability."

These beautiful sentiments must not be connected with the manufacturers' stereotyped declaration against collective bargaining, the child labor amendment and the right of workers to cease their employment.

The right of the individual worker to bargain as an individual with the steel trust, the harvester trust and other combinations of capital is reaffirmed.

This is "an essential part of our national heritage of liberty," says these recruits to the "service" brigade.

It Takes All of Us

A lesson that every union man should take to heart is the fact that the success of the labor movement depends upon the individual efforts of its members. It is just in proportion as the average member takes an interest in his organization. The man who seldom attends a meeting of the union, who is always backward in the payment of his dues, and only knows by hearsay what is transpiring, is really of more use outside the organization than in it.

High Court Convenes

Washington.—The fall term of the United States Supreme Court, now in session, will pass upon several labor laws. These include the Arizona minimum wage law for women.

The California syndicalism law is also before the court. This act, it is claimed, has been diverted from its original purpose.

Other issues before the court involve the right of the federal trade commission to secure information from business men; the right of a brother of Attorney General Daugherty to refuse to appear before a Senate committee with books and papers; the right of Minnesota to tax the royalty on leases of ore lands; the validity of the verdict of a North Dakota jury of eleven and the authority of the federal trade commission to compel corporations found guilty of unfair practices to divest themselves of properties which the commission held had been acquired to suppress competition.

* * *

"Labor troubles" come as the result of an advancing civilization. Social unrest is sometimes an indication of social progress. There are no labor troubles in "darkest Africa."

Therefore, the cloud on the industrial horizon has its silver lining, if one will but look for it. Many are the signs of development on the part of the workingman, but most hopeful is the spirit of pride that he is taking in his position.

* * *

Are you paying your dues, attending union meetings, saying a good word for the union, and supporting it at all times and places, or are you withholding your support, criticizing the union and condemning its officers?

Tribute to AFL President Green

I do not want to be considered as one of those fellows who is continually saying, "I told you so," but in one or two issues of our Journal prior to the convention of the American Federation of Labor, I stated to you that President Green would be elected unanimously as president for the ensuing term. It has happened, and we are indeed very happy, because President Green has not only done splendid work during his short term in office, but he has, in addition, created such a splendid spirit of good will and harmony that no one, a short time ago, would have believed it possible to bring such a condition about.

Taking everything into consideration, he has made good. He handled the work of the convention [54th AFL] in so clean and able a manner that it was a surprise to a great many who did not know him as well as did the writer.

He also received considerable favorable comment in the newspapers of the country because of his declarations and expressions, and especially that part of his address answering the British Trades Union delegate, who violated the fraternal etiquette obtaining between our labor movement and that of other countries, by practically demanding that we tie ourselves, as a federation, to the revolutionary, dreamlike, impossible movement flourishing in some parts of Europe, especially in Russia.

We know that Brother Green is going to make good and we trust that he will now put forth his efforts and concentrate his wonderful power of persuasion in endeavoring to bring into the American Federation of Labor some of the large railroad organizations that are on the outside and should be on the inside.

Again we repeat, our International Union appreciates his honest efforts and will render him all assistance within our power.

Holiday Greetings from International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

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